August 1970

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The Labour Gazette

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A course of social action that includes tackling the problems of the poor through the organization of associations for the unemployed, tenants and the aged; a "full and comprehensive program" of medicare; an "adequate" social security system; increased "regional justice;" protection of consumer interests; educational opportunities for all; protection of human rights; and action on the problems of urban areas was charted by the Canadian Labour Congress at its eighth constitutional conference held in May. See Part I: "Steps in a New Direction," p. 558.

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News Briefs

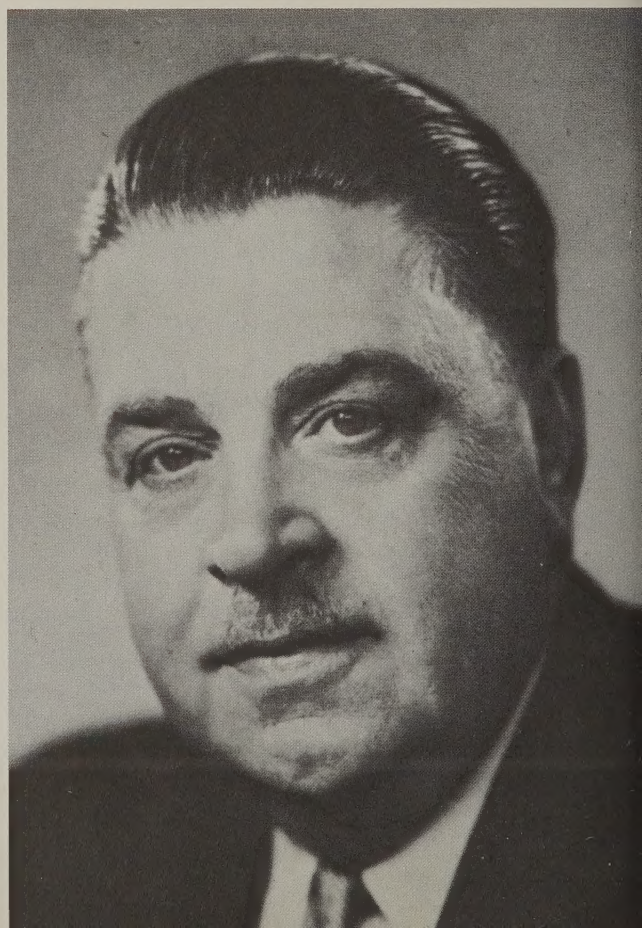
■ **A bill to provide for advance notices of dismissal to workers in layoffs or plant shut-downs throughout Ontario was introduced in the Legislature in May by Labour Minister Dalton Bales.** The Bill, which amends The Employment Standards Act, provides also for improved vacation benefits and a number of administrative changes to simplify and clarify present legislation. The Bill is designed to protect workers against the impact of economic changes, while leaving management free to respond to the need for change.

The Bill will specify notice requirements in individual terminations that are without "cause," and in these layoffs the required notice will be graded according to length of service: one week's notice for an employee with three months to two years of service; two weeks notice for those with between two and five years; four weeks notice for those with between five and 10 years of service; and eight weeks notice for those with more than 10 years. Notice requirements will not operate in such situations as seasonal or intermittent employment, short-term layoffs, legal strikes or lockouts, and in other cases where lengthy notice would not be possible.

Another provision of the Bill will ensure that employees be credited with two weeks vacation with pay in the second year of service with an employer. The Bill will also prevent an employer from avoiding the benefits of the Act by transferring an employee to another so-called "associate company." Other provisions are designed to facilitate collections of underpayments of minimum wages and other standards, and will empower the levying of a penalty assessment against an employer who has underpaid an employee. The Bill will make it possible to launch a prosecution up to a maximum of two years after the offence instead of the present six months, and it will raise the amount collectable by the Branch on behalf of the employee from the present $1,000 to $2,000.

■ **Alfred G. "Bill" Sinclair, President of Canadian Johns-Manville Co. Limited, Port Credit, Ont., is the new President of the Canadian Manufacturers' Association.** Mr. Sinclair began his career with Johns-Manville in 1934 as a sales engineer in the Winnipeg district. Appointed assistant general manager in 1958, he assumed the responsibilities of general manager in 1959, and President in 1961. He is also a Director of Cobra Friction Products Ltd., President of Johns-Manville Overseas Ltd., and President and Director of Peace River Glass Fibres Ltd., Edmonton. He succeeds L. F. Wills.

A. G. Sinclair



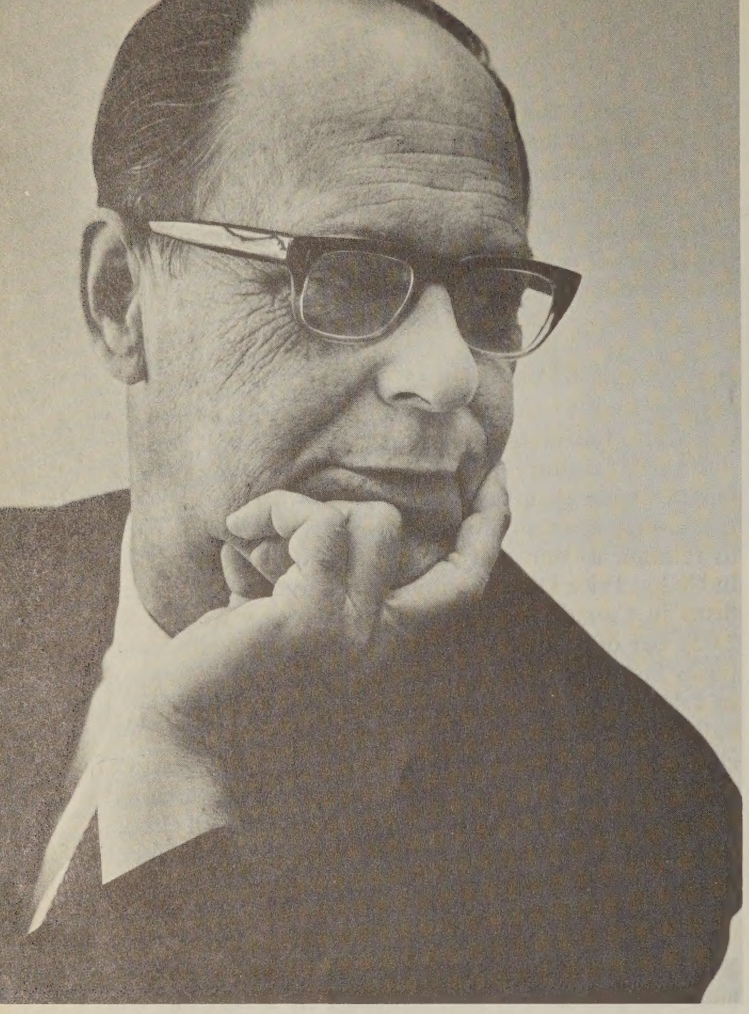
Pierre Laporte

■ **Québec's new Minister of Labour and Manpower, Pierre Laporte, was born in Montreal in 1921.** He graduated in Law from the University of Montreal and was admitted to the Québec Bar in 1945. As a reporter on the Montreal daily "Le Devoir" for more than 16 years, he acted as parliamentary correspondent at the Québec Legislative Assembly during most of this time. Elected for the first time as a member of the National Assembly in a by-election held in 1961, he was re-elected in the general election of 1962. In 1962, Mr. Laporte became Minister of Municipal Affairs. In 1964, he added to this first portfolio a second one, that of Cultural Affairs, and shortly after was appointed Government Leader of the Legislative Assembly. He was re-elected in the 1966 election that saw the defeat of the Lesage Government and became chairman of the Liberal caucus.

■ **"Women's Bureau 69" is a new Canada Department of Labour publication that examines some of the challenges and obstacles facing Canadian women today in the midst of a rapidly changing social and economic environment.** This publication is a compilation of three papers given last year by Sylva Gelber, Director of the Department's Women's Bureau.

In "The Role of Women," Miss Gelber takes a comprehensive look at the position of women in relation to political, educational, social and economic developments during this century, then goes on to examine the challenges facing them today and tomorrow. With regard to existing discrimination in employment, particularly in relation to university graduates, Miss Gelber notes in "What Price Discrimination" that some of the largest firms in Canada refused even to interview women for 2,024 out of 3,268 positions offered on university campuses last year. In "Household Services—The Orphan in Economic Reckoning," Miss Gelber suggests that a value be attributed to unpaid domestic services and included in the total cost of goods and services that, together with the cost of goods, make up the gross national product. **Women's Bureau 69** is available without charge in English and French from the Canada Department of Labour, Ottawa.

■ **A Matter of Survival, a Canada Department of Labour film produced by the National Film Board, has won first prize in its category at the American Film Festival in New York.** The festival, sponsored by the Educational Film Library Association of the United States, is the world's largest competition for 16 mm films. More than 1,000 films were entered in the various categories. **A Matter of Survival** won the top prize in the business and education category. The film tells the story of Gerry, an accountant in a medium-sized Canadian business, who never thought that automation would overtake him. But it did—and other white-collar workers as well. The film is hard-hitting in its exploration of the effects of change. It is available throughout Canada through the distribution offices of the National Film Board, which handles all the films for the Department of Labour's National Industrial Relations Film Library.



Gerry Lemay

■ **Gerry Lemay, Chief of Manpower Planning and Development for the Unemployment Insurance Commission since 1963, has died.** Mr. Lemay was to have become president of the International Association of Personnel in Employment Security this year. He was elected first vice-president of the association in 1969. For the past six years, he has served as liaison officer of the UIC to IAPES. Mr. Lemay joined the Unemployment Insurance Commission in 1945 and served with the Commission, except from 1956 to 1960, until his death. From 1956 to 1960, he was with the Canada Department of Labour as executive assistant to the then Director of the Economics and Research Branch, Walter Duffet.

■ **Recent changes in legislation concerning huma rights, annual vacations and minimum wages in feder and provincial jurisdictions are highlighted in "Labo Standards in Canada—December 1969," published by th Canada Department of Labour.** The book reviews a of the principal changes made during the year in th laws and regulations connected with the labour sta dards field.

Among the 1969 changes were: Newfoundland's ado tion of a Human Rights Code, a Weekly Day of Re Act, an Annual Vacations with Pay Act, and an A requiring employers and employees to give notice termination of employment; strengthening of huma rights and equal pay legislation in British Columbia an Nova Scotia; increased minimum wage rates in seve provinces; and inclusion of a provision in the Québe Workmen's Compensation Act tying compensatio benefits to the cost of living.

Issued annually, the Department's publication sets ou the minimum standards established by federal and pro vincial labour laws with respect to compulsory schoo attendance, minimum age for employment, minimur wages, equal pay for equal work, hours of work, over time pay, weekly rest day, annual vacations with pay public holidays, fair employment practices, notice o termination of employment, maternity protection an workmen's compensation. Standards set by labour ordi nances of the Yukon Territory and the Northwest Terri tories are also included.

Besides containing information on the substance of la bour laws and their effects on a wide field, the boo provides a ready comparison of the legislative standard serving in all Canadian jurisdictions. **Labour Standard in Canada** was prepared by Miss Evelyn Woolner, Chie of the Legislative Research Division, Legislation Branch Canada Department of Labour, and published by th Queen's Printer, 98 pages. Catalogue No. L2-7/1969 75 cents.

■ **Joseph Morris, Executive Vice-President of th CLC, has been appointed Workers' Vice-Chairman an Chairman of the Workers' Group of the ILO Governing Body.** Mr. Morris succeeds the late Jean Mori of Swit zerland in both posts. Mr. Morris was elected to th ILO Governing Body in 1966 and re-elected in 1969

This is the first time that any Canadian—worker, em ployer or government delegate—has been elected a Chairman of his group at the Governing Body.

■ **The federal Government has increased the minimum age provisions of the Canada Labour (Standards) Code.** The increase is 40 cents an hour in the minimum wage within federal jurisdiction—from $1.25 to $1.65 an hour. The effective date was July 1, 1970.

The former hourly minimum wage of $1.25 had been in effect in federal jurisdiction since the Labour (Standards) Code came into force on July 1, 1965.

Minister of Labour Bryce Mackasey indicated the need for adjustment at more regular intervals in order that the minimum wage be made realistic. Machinery for such an adjustment may be included when the Canada Labour (Standards) Code is revised and amended at the next session of Parliament.

Mr. Mackasey said that, all too often, we forget that many workers are not covered by collective agreements and must depend on legislation in order that their wages, hours of work, and working conditions are maintained at an acceptable standard.

Labour relations around the world

■ **The National Council of the Distributive Workers of America, representing 50,000 United States workers in food processing and wholesale trades, has joined the Alliance for Labor Action.** The union is the fourth to join the Alliance. It follows the Auto Workers and Teamsters unions, who formed it, and the Chemical Workers, who affiliated later. The addition brings the Alliance's reported membership above 3.5 million (L. ., Nov. 1969, p. 638).

The Distributive workers are stressing the organization of low-wage workers in a drive that has brought 10,000 workers into the union in 10 months. Union officials said that they regard their affiliation with the Alliance for Labor Action as "a major step forward in our continuing search to upgrade the Distributive Workers' basic ability to help the nation's most needy workers find a better, more secure and dignified life." About 40 per cent of the members are Negro and Puerto Rican.

■ **According to the annual "White Paper on Wages," released by the Japanese Ministry of Labour, the Japanese worker, aged 32, earned an average Y 64,333 (about $188) a month in 1969.** In nominal terms, this represents a rise of 16.1 per cent over the previous year. In real terms, the average monthly wage represented a 10.4 per cent increase, the highest in the last 13 years. A special characteristic of this wage increase, according to the white paper, was the 23 per cent increase in the monthly average of bonuses, compared with 1968. This indicates that more firms tend to place greater emphasis on bonus payments in preference to raising the monthly wage. Along with a higher income, the Japanese wage earner also enjoyed shorter working hours. According to the report, the monthly working hours in 1969 averaged 190 hours, 1.4 per cent less than the year before.

■ **Workers in Italy have been striking this year, not only for money but also for political and social reforms. Frequent walkouts kept millions of Italians away from their jobs for periods of up to one week.** The year has been uneasy and confused, punctuated by sporadic outbreaks of violence. A mood of vague apprehension still hangs over the nation.

Most voluble among the country's strikers are the public employees. Nearly all insist that Italy needs drastic reforms of her social structures and that this is the main reason for their fight. After recent raises, many industrial workers are far better off than most of Italy's 2,500,000 state and city employees.

Amid the diffuse discontent, organized labour has been flexing its muscles. Last spring, the three large labour federations, united in a common front, told the nation that the fruits of prosperity were unequally distributed, with the rich getting richer and the mass of Italy's 20,000,000 workers not getting enough.

The unions presented an ultimatum to the Government for immediate reforms: better and cheaper public transport, an increase in tax exemptions for low income earners, better health services and housing, a freeze on apartment rents, and anti-inflationary measures.

The labour front comprises the Communist-controlled Italian Confederation of Labour, which claims 3,400,000 million members; the 2,000,000-member Italian Confederation of Labour Syndicates, which includes Roman Catholic groups, and the Social Democratic Italian Union of Labour, with 1,500,000 members. For many years, the three federations, closely tied to rival political parties, were acting at cross purposes. Last year, prodded by a rash of wildcat strikes, they joined forces and started loosening party ties.

■ **Leonard Freel Woodcock was sworn in on May 2 as President of the United Auto Workers.** Mr. Wood cock, 59, was elected unanimously by the 24-membe UAW International Executive Board to succeed Walte Reuther, who was killed in a plane crash on May 9 (se p. 554). Mr. Woodcock was a UAW Vice-President an head of the union's General Motors Department. H is on the Board of Governors at Wayne State Universit in Detroit.

Mr. Woodcock has been described, by those who kno him, as intellectual, analytical, and a man of actio He has been known to lose his temper but says, "I thin I'm calmer under stress," a trait a negotiator needs. H is a strong opponent of the Vietnam war, and share the late Mr. Reuther's views on social reforms, especiall civil rights.

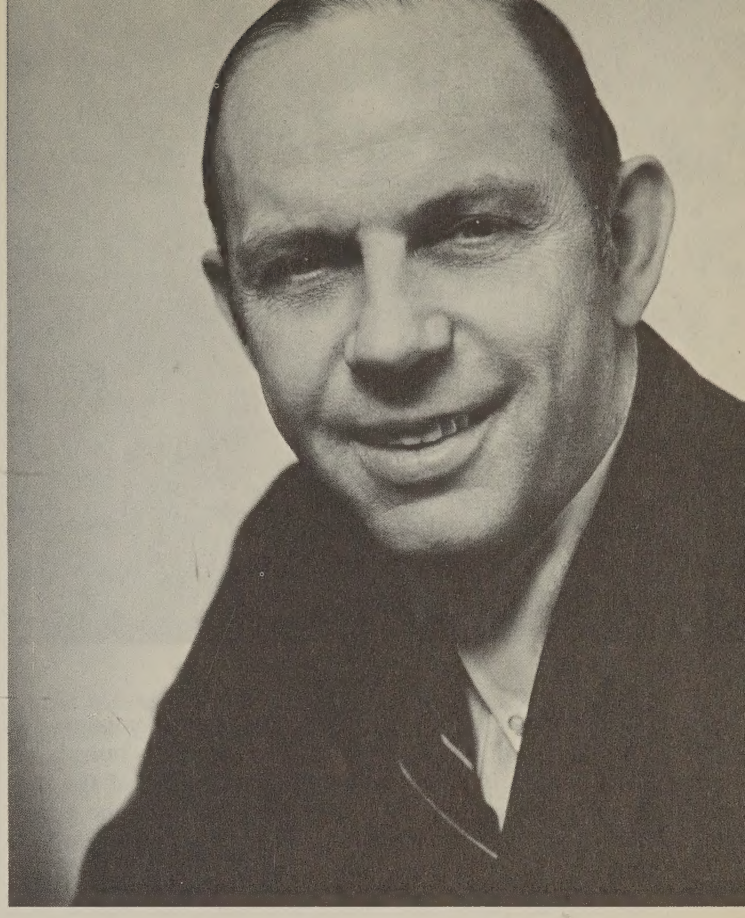
Mr. Woodcock was born in Providence, Rhode Islan in 1911. In 1914, the family went to Germany, whe his father installed machinery sold by a Providenc company. His father, a British citizen, was interned i Germany when World War I broke out, and Mr Woodcock and her son went to England. Mr. Woodcoc attended British schools, mostly in Northampton, the returned to the U.S. in 1926 and studied at a Detro college. In 1933, he went to work in the machine sho at the Detroit Gear Company and was soon involve in the union movement. He took over the GM Depar ment of the UAW after the negotiations of 1955 an has headed it since then. He has also headed the UAW aerospace department.

■ **One hundred women steel workers, the first in th United States since World War II, are now working at th Buffalo, New York, plant of the Republic Steel Corpora tion.** The extreme labour shortage in the area has mad it necessary to employ women. About half as man women are employed in the nearby plant of the Bethl hem Steel Corporation, and a few at the Clevelan Ohio, operations of Republic. Many intend to make career in the steel industry. They earn as much mone as men do, between $120 and $140 a week, dependin on shift differentials but not counting overtime. Aft a probation period of about six weeks, they join th United Steel Workers union and begin building up the seniority. Female workers are not permitted at the bla furnaces, the open hearth furnaces or the blooming mil but must be able to do every other job in the steel plan

■ **Manpower Administration experimental projects in the United States have broken through the old patterns and turned up new ways of reaching and providing manpower services to youth for whom the conventional approaches, techniques and personnel seem inadequate.** This is the conclusion of a 256-page report released by Dr. Arnold R. Weber, Assistant Secretary of Labour for Manpower. The volume analyzes the experience of 55 early experimental and demonstration probings in the years 1963 through 1966 made by the Manpower Administration.

Among the breakthroughs cited: programs could and should be built around the needs of individuals, rather than exclusively around the needs of the job market; the work environment, as well as the worker, could be changed; supportive services are necessary in order to reach, motivate, place and retain hard-core unemployed youths; a youth's lack of information and alienation had to be overcome by seeking him out and winning his attention; and non-professional persons known in the disadvantaged community are an indispensable part of the manpower program.

■ **An unusual health safeguard has been inserted in a contract negotiated by the United Farm Workers and three table grape growers in the Coachella Valley, California.** The growers have agreed, for the health of both workers and consumers, not to use DDT, aldrin, dieldrin, endrin or parathion in vineyard cultivation.



James D. Hodgson

■ **James Hodgson, U.S. Undersecretary of Labor, has been named Secretary of Labor, to replace George Shultz.** Mr. Shultz has been named Chairman of the newly created Office of Management and Budget in the Executive Office of President Nixon. Before he became Undersecretary in 1969, Mr. Hodgson had been with Lockheed Aircraft Corporation. In 1946, he joined the company's labour relations office and became director for industrial relations in 1962. In 1968, he became the company's vice-president.

Laurence Silberman has been named to replace Mr. Hodgson as Undersecretary of Labor. Mr. Silberman was previously the Solicitor of Labor and is a former lawyer for the National Labor Relations Board.

50 years ago

Blood on the hands of a Montreal tram company, the vindication of a shorter work day, further controls on child labour in Québec, and the mailed fist of the new Soviet Government in Russia were some of the topics discussed in The Labour Gazette 50 years ago this August.

■ **Careering through the streets of Montreal, an emergency wagon of the Montreal Tramways Company collided with a street car at a crossing.** The rear of the wagon was struck by another vehicle, and an employee riding in the back of the wagon was flung out. Run over by the car, he had both legs crushed and they had to be amputated. In his suit against the company, he asked for an annual pension of $345—equal to half his annual wages up to $600, plus one quarter of his wages above $600; he also demanded an additional yearly allotment, or a lump sum of $15,000, as compensation for the "inexcusable fault of the company." Although the company readily agreed to the first claim, it disputed the second. After losing the case in the Québec Superior Court, it appealed to the Court of King's Bench. It lost again. The Court ruled that, under Common Law, an employer was responsible not only for the inexcusable fault of the persons placed in charge of the management of the enterprise, but also for all employees acting within the scope of their employment. The claim for $15,000 was, however, declared excessive and reduced to $9,000, plus interest and costs. The company appealed again—to the Privy Council. Again, and for the last time, it was declared at fault and directed to pay both the claims of the plaintiff and the court costs.

■ **The eight-hour day was proved superior to the 1(hour day in a study conducted by the United Stat(Public Health Service.** In a plant with working shif of 10 and 12 hours each, employees were making bra fuses, while in a plant with eight-hour shifts, automo biles were being manufactured. In both test groups, th employees were put into units doing similar work. Fo assessing hourly output, the basic period taken was th hour of greatest production; in the case of accident the basic period was the hour of fewest accidents. large number of employees were included in the te group to reduce the influence of such factors as sicknes Although repetitive work was included in the study, th tending of totally automatic machinery was not becaus the speed at which this equipment operated was no controlled by the operator.

The results showed that eight-hour shifts were mor efficient because there was a steady output; work bega and ended exactly on schedule; lost time was minimized and output varied only according to individual capacity Under the 10-hour system, there was a noticeable de cline in work in the second period; work tended to sto before the end of the shift; lost time was increased and individuals did not work up to their capacity. Acci dents also were more numerous under the ten-hou scheduling.

■ **Children who worked in Québec factories had to b registered.** Under the provisions of the Québec Industri al Establishments' (Amendment) Act, about 8,000 chi dren between 14 and 16 years of age had been registere in Montreal and 2,000 in Québec City.

Inspectors interviewed each child to determine th name, age, nationality, number of years of studies, a tendance at night school, ability to read and write, typ of employment, residence and personal description. Un less a child had received a registration card from a inspector, and had the ability to read and write, he coul not be employed.

■ **Plague, famine, war, the wheels of production at standstill, a population reduced to thievery, bribery an black markets to survive were the conditions in the Sovi Union of fifty years ago.** The Canada Department c

Labour produced a booklet containing an article written for the Times of London by a Bolshevik in one of the Councils of the People's Economy. The horrors described must have seemed completely unreal to the Canadian reader of the day.

■ The author gave seven reasons for the severity of the situation: the individual had been deprived by the Bolshevik Government of all incentive to work; wages did not even cover the minimum cost of living; hunger, privation and illness were everywhere; those in positions of responsibility were there because of their membership in the Communist Party and not because of any innate ability; the population as a whole was engaged in undermining the Soviet Government in any small way it could manage without detection; the bulk of the labour force were serving as soldiers; and members of the Government and the laws changed with unpredictable caprice. Workmen were bound into their positions with no hope of promotion or change in employment. As a result, factory workers were deserting their posts despite severe threats and harsh penalties. Although the Government reported that production was at the 25 per cent and 30 per cent level of pre-Revolution days, more realistic estimates predicted that a 10 per cent level was optimistic. Even those workmen who remained on the job managed to hamper operations by stealing anything they could take from the factories to barter for food.

The railways were rapidly grinding to a halt. Because all efforts were being directed to war activities, the locomotives, cars and tracks had not been kept in good repair. By this time, it had become mandatory to cannibalize parts from seven locomotives waiting for repair to put just one other back on the tracks. Not that putting one more locomotive back in service helped the situation that much. There wasn't enough metal to replace bearings, wheels, or springs on the cars to be hauled. Brakes generally did not function; nor did heating systems. To complete the chaos, every car leaving a station was overloaded, space—not weight—being the guiding factor.

The worst conditions existed in agriculture. Plague and slaughter had reduced the number of horses by 50 per cent in some areas, 90 per cent in others. Tractors and trucks were yet in too limited supply to replace the loss. There were no seeds for planting fields or gardens, and only 20 per cent of the arable land was under cultivation. Reacting to arbitrary and cruel treatment, the peasants had restricted their production to what would satisfy their own needs, and sent nothing to the towns and cities where starvation was the norm for the majority of the population. As the food became scarcer, prices soared: a pound of bread, for instance, cost 200 roubles (about $100) in Moscow.

These and other conditions led the Canadian Department of Labour to issue a flat condemnation of the new regime: "The Soviet regime in Russia has resulted in the murder of thousands, the death of millions by war, plague, and hunger, and in the destruction of industry, of agricultural production, and financial credit. No one can accurately foretell the extent of the loss, suffering, sorrow and death that must inevitably still occur before the final act in this terrible drama is ended." Just a few years later, Stalin assumed power.

The pamphlet concluded with a warning to Canadians to watch out for the "danger within." A finger was pointed at various organizations within Canada that were propagating the same doctrines that had led to the situation in Russia. Among those mentioned were the Socialist Party of Canada, the International Bible Students, The One Big Union, The Labour Church, and The Ukrainian Dramatic Society in Moose Jaw. Employers were told that only if they paid heed to the needs and rights of their workers could the danger be eliminated. The Department noted that "the legitimate labour movement is today playing a large part in preventing industrial and economic disaster; it is also the power that guarantees to the worker a reasonable return for his labour, a standard of living much above that which would prevail were his interest not protected, and is an anchor to steady him from the waves of radicalism."

Walter Reuther

On Saturday night, May 9th, Walter P. Reuther, 62, met his tragic death in the flaming wreck of a chartered jet plane. The ill-fated jet crashed in dense fog on its approach to the airport at Pellston, Michigan. He was on his way to open the UAW's Black Lake Family Education Centre, located in Northern Michigan near Lake Huron. Killed with him were his wife, May, and three executives of the architectural firm that was putting the finishing touches to the Centre.

Mr. Reuther, who forged the 1.6 million-member United Automobile Workers into one of the most powerful, progressive and committed trade unions in the world, is a unique figure in the turbulent history of the labour movement in North America. Unquestionably the most dynamic of America's labour leaders, he did more to shape the character of postwar collective bargaining than any other man.

Under Reuther's leadership, the UAW emerged from its role as an industrial union to become a powerful force throughout the world for social reform and political and economic justice. He gained many benefits for the union's members, and fired their imaginations with his ideas for many more through social, economic and pol tical changes. His innovative mind produced man breakthroughs in industrial contract negotiations, and h retained to the end his international stature as a leade in the struggle for social justice.

He had survived earlier brushes with death in the cours of his sometimes stormy career. In the spring of 1938 he thwarted an attempt to take him on a gangland-styl "ride" from which he would not have returned. Ten years later, on an evening in April 1948, he was th victim of a shotgun blast fired through a window o his home shortly after his return from a meeting of th UAW Executive Board. He suffered chest wounds, an his right arm was crippled. Surgery and sustained thera py restored much of the use of the arm.

Reuther was born in Wheeling, West Virginia, o September 1, 1907. His father, Valentine, was presiden of the Ohio Valley Trades and Labour Assembly at th age of 23, and an organizer of the United Brewer Workers. The atmosphere of his home was one of in tense interest in unions and broad social and economi problems. He left school at the age of 15 to becom

an apprentice tool and die maker at the Wheeling Steel Company. After four years in the Wheeling factory, from which he was discharged once for organizing workers to protest Sunday and holiday work, he went to Detroit, a more promising area of employment, and soon set out on a unionization drive that was to culminate in the creation of the UAW. He worked briefly at his trade at Briggs Manufacturing Company, and then obtained a job, despite his youth, as a tool and die leader at the Ford Motor Company, where he continued to work for almost seven years.

Working nights, he completed his high school education and then attended Wayne State University for three years, majoring in economics and sociology. At Wayne State, he formed the Social Problems Club, and gave its members first-hand experience in fundamental social and economic problems by taking them to picket lines where strikes were in progress. Early in 1933, when he was 26, Reuther was dismissed by Ford for labour union activity. In this deepest of depression years, he and his brother, Victor, drew their several hundred dollars of savings out of the bank and embarked on a bicycle tour of Europe. They worked in factories and studied union movements along the way, and also worked with the anti-Hitler underground in Germany. Knowing that skilled workers and instructors were sorely needed to train Russian peasants to become industrial workers, they applied for jobs in the USSR and were accepted. They spent the next 18 months in the Soviet Union, working at the Gorki automobile plant, where Walter was made a foreman, and travelling to other parts of the country. From Russia they went through Siberia to India, China and finally Japan. They did not return to the United States until near the end of 1935.

Reuther next went to work in a tool and die shop in Detroit, and plunged into the job of organizing the automobile workers into the fledgling UAW. He was one of the founders and first president of UAW West Side Local 174. Under his leadership, it grew from a membership of 78 in 1936 to a staggering 30,000 in 1937. In May 1936, at the UAW's first convention as an autonomous organization within the American Federation of Labor (AFL), he was elected to the International Executive Board of the union. **At the 1942 convention, he was elected vice-president, and in March 1946, he was elected president of the UAW after a 113-day strike at General Motors that left the union in a state of organizational chaos. Reuther had been re-elected at every UAW International Convention since then.** Later that same year he was elected a vice-president of the Congress of Industrial Organizations (CIO).

Walter P. Reuther

In December 1952, he was elected president of the 5,000,000-member Congress. During the next three years he played a leading role in the negotiations that led in 1955 to the merger of the CIO and the larger AFL. He then became one of the 27 vice-presidents of the AFL-CIO, and president of the merged organization's Industrial Union Department, while remaining at the helm of the UAW. With the merger of the AFL and CIO, he became a leading advocate of the Ethical Practices Code adopted by the organization.

Reuther was active in the Detroit and Flint sit-down strikes in 1936-37, including the Kelsey-Hayes strike in December, 1936, one of the early sit-down strikes in the drive that organized the auto workers (L. G. 1937, p. 391). From 1938 to 1948 he was director of the General Motors Department of the UAW. One of his first tasks in that capacity was direction of the tool and die strike in the summer of 1939, a strike whose success not only won many additional benefits for all GM workers, but also firmly established the UAW as collective bargaining agent for the employees.

An early step in the direction of making collective bargaining more equitable and efficient was his securing GM's agreement in 1940 to an impartial umpire as the final and binding arbiter of worker-management disputes arising during the life of a contract and not settled at the lower levels of the grievance procedure. In most of the companies with which the UAW has contracts, the umpire system is now an established institution.

GM workers in the U.S. in 1945 and 1946 asked for higher wages without higher prices. Although it was impossible for the union to bind GM contractually to a commitment not to raise prices, the union's position was upheld by the report of a presidential fact-finding board to the effect that the company could increase wages by 18½ cents an hour without increasing prices and still make a profit. These negotiations and their outcome laid the foundation of UAW wage and economic policy that has continued to the present day.

In 1948, Reuther and GM president, Charles E. Wilson, joined in negotiating a cost of living escalator clause and annual improvement factor wage adjustments that guaranteed auto workers a steadily growing share of the fruits of advancing technology. Then came the first company-financed pension program in a mass producti industry. Negotiations in 1955 introduced the princip of a guaranteed layoff pay. This assured a worker son income when, through no fault of his own, he was working. The program now guarantees a worker wi two years' seniority 90 per cent of his pay for a ye if he's laid off. All told, Reuther won for his 1.6 milli members a rich measure of security with wages a fringe benefits worth more than $4.00 an hour, a f cry from the 85¢ an hour that the UAW preside earned as a young tool and die maker in 1926. T union also set up a board health insurance progra and provided centres for education and recreation.

He sought and obtained approval, at the UAW's 19 convention, for the establishment of a Public Revie Board to hear and render final and binding decisio on complaints of union members. Unique in the histo of trade unions, the Board membership compris seven distinguished American and Canadian citizer Its procedures make it possible for any aggriev member to be heard without the necessity for trav and legal counsel expense that might be prohibitiv The process is also expeditious enough so that justi is not denied a plaintiff because of delay.

Reuther pulled the UAW out of the AFL-CIO in July 1968, climaxing months of polemics with AFL-CIO President George Meany, whom Reuther accused of permitting the labour movement to "vegetate" under what he termed a "standpat leadership." A few months after the split, the UAW joined the Teamsters and the United Chemical Workers to form the Alliance for Labour Action (ALA), which today boasts a membership of nearly 4,000,000 (L. G., Nov. 1969, p. 638).

Within the labour movement, in non-labour organizations, and in association with many leading citizens, the UAW President was throughout his career one of the most vigorous and effective advocates of civil rights. It was this ardent desire for social reform, that brought about the split between Reuther and Meany. Viewing himself as a labour statesman, Reuther was always an exponent of political action by the trade union movement. He often spoke on political issues, and had been an active participant in U.S. political campaigns for more than 30 years.

He helped to lead the 1963 civil rights march on Washington, called the Vietnam war "senseless," strongly supported the California table grape boycott on behalf of migrant workers, and this year was fighting against pollution. He believed that the union should demand that the auto companies vastly increase their anti-pollution efforts when the two sides met in contract talks this summer. Of all prominent labour leaders, he maintained the closest ties to the poor, the Black and the young.

Reuther held office in several international labour organizations, served on a number of government committees and commissions, and was an official of a large number of non-labour organizations whose purposes vary widely. Among them, eleven universities had conferred honorary degrees upon him.

Though sometimes criticized for coldness and aloofness, he commanded almost fanatical loyalty. If many of the UAW's members were unenthusiastic about his wide-ranging social ideas, he had little trouble convincing the rank and file that any settlement he negotiated was the best possible. On the opposite side of the bargaining table he was regarded with enormous respect, but never with great affection.

Reuther died while trying to keep a promise he had made to the members of his union. The promise was that the 90-acre Black Lake Family Education Centre, now named the Walter P. Reuther Family Education Centre, a dream he had cherished for many years, would be opened finally for the full use of the union's members in the U.S. and Canada. Black Lake, once the exclusive domain of millionaires and top company executives was bought by the UAW at Reuther's insistence because he believed that "nothing's too good for the workers." A skilled woodworker and an amateur architect, but most of all a compulsive planner, he involved himself in every facet of the project.

Reuther's death came shortly after the retirement of Louis G. Seaton, head of the GM negotiating committee and his foe in many negotiating sessions, and only 17 days after he was re-elected to the leadership of the UAW for the 13th consecutive term. He had committed himself to heading the union for another four years. His loss is a severe blow for labour generally, but more so for the UAW, for he would have been its chief bargainer in important contract negotiations with the Big Three auto manufacturers in the U.S. and Canada this summer—in a year beset by lagging auto sales and a clamour of workers for higher wages to override inflation. This was the first time in 26 years that Reuther did not head the union's negotiating committee in talks with the auto companies for new collective agreements. His death will raise many questions about the direction of the auto workers and of the entire American labour movement. (See also p. 550).

On the occasion of the last convention of the Canadian Congress of Labour, in October 1955, on the eve of the CCL's merger with the Trades and Labour Congress, Reuther had this to say about social responsibility: "We want to make progress by working with men and women of good will in the whole of our society, in finding answers to the problems of all the people. This new labour movement must demonstrate that it is going to dedicate its new power, its greater resources, in the pursuit of those values that are socially responsible and morally right, as they affect the whole society in which we live.

"To do that, we need to look at the principles and values around which we are going to build a united labour movement ... We want labour unity that will release the power and the dynamic forces that lie deep within our movements ... We need a new movement, with new vision, with new dedication, with new determination, to go forward and do the job that yet remains to be done."

Steps in a new direction

Part I

Firm steps in the direction of social action were taken by the Canadian Labour Congress at its eighth constitutional convention, held in Edmonton, May 18-22. Although not forgetting the bread-and-butter issues, the executive presented a program that included a broad range of social issues. Aside from wading through 461 resolutions, the 1,600 delegates from 123 CLC affiliates were faced with, among other things, the contentious application of a fishermen's union for affiliation, and the program for reform developed by a "Reform Caucus."

The delegates denied membership to the fishermen, b
the Reform Caucus won a few victories, particularly
such issues as Canadian union autonomy, industr
democracy, unemployment, and organization of t
unorganized. But the reformers and the executive co
mittees were not far apart on most of these points.

The deliberations and conclusions of the delegates reflected social and structural trends—for example, their decisions in the area of union autonomy. The adoption of minimum standards of self-government for the Canadian sections of international unions is not an isolated development, but rather is linked up with the growing nationalistic forces in Canadian society.

President's address

The convention was launched with an address by CLC President Donald MacDonald. In his speech, Mr. MacDonald reviewed the activities of the labour movement during the past decade, and charted its course for the 70s. Its major motifs, inflation and unemployment, echoed the March memorandum to the Government (L. G., June, p. 410). MacDonald's position on these issues, coupled with his enthusiasm for social action, won him a standing ovation.

Recalling the 60s, MacDonald referred to the decade as a "time of growth" and a "time of struggle," and went on to ask what lessons had been learned. His reply? That, in the final analysis, "organized labour must place its greatest reliance on its own strength and on the wisdom of its own strategies." He elaborated by stating that a labour movement that represented only a minority of the working force does not possess the strength it needs to be truly effective. He called for more effective action in organizing the unorganized. **MacDonald warned that economic strength at the bargaining table alone "is not a sufficient answer if the trade unions are to achieve their goals." He implored organized labour to increasingly engage itself in the political arena, and to work in alliance with other Canadian institutions that share its goals.**

MacDonald then launched abruptly into a condemnation of government policy, charging that the federal Government has deliberately created widespread unemployment in order to combat inflation. He labelled the Prices and Incomes Commission "a governmental errand boy" and disparaged its attempts to persuade organized labour to accept voluntary wage restraints. "We shall not accept (wage) guidelines, not only because they are unfair and unworkable," he said, "but also because they pose a threat to the very system of collective bargaining itself. So far as the Canadian Labour Congress is concerned, the trade unions will continue to bargain for wage increases which, in their opinion, represent the legitimate demands of their members, and which are worked out across the bargaining table."

Focusing on the bread-and-butter issues, he made it clear that organized labour was after a fair share of the economic pie, not only for itself, but for the poor and unorganized as well. He prophesied that **the labour movement is not destined to become a diminishing force, but "one that will progressively represent an increasingly larger proportion of the employee members of the labour force." It is thus appropriate for them to use their strength in the forthcoming decade "to solve the problems of others who are too weak for the most part to help themselves."**

Using the latter pledge as a stepping stone, MacDonald proceeded with a systematic outline of his social action platform for the 70s. Although his proposals covered a broad range of social issues, he discussed only four of them at length: poverty, medicare, urban planning and rehabilitation, and regional justice.

He defined poverty as a major priority requiring more than organizational effort for its elimination. He asserted that legislative action offered the ultimate solution, but that organized labour must perform an organizational function on behalf of the poor. He recommended the establishment of associations of the unemployed, of tenants and of the aged, the development of consumer co-operatives in the cities, and the promotion of public and co-operative housing.

In discussing medicare, he called for the provision of complete and comprehensive health services, irrespective of ability to pay. He pressed for an expansion and transformation of the legislation now in effect, and advocated the wide establishment of community health centres—owned by consumers and dispensing services on a "rational and economical basis."

Turning to urban problems, MacDonald drew attention to population and traffic congestion, pollution of the environment, and the blight evidenced by slums and decaying neighbourhoods. He argued that urban planning and rehabilitation were a singularly fertile field of action for local labour councils and their affiliated trade unions, and would offer a meaningful exercise in grass-roots democracy.

Commenting finally on the problem of regional justice, he stressed that pervasive tension over language and culture has deep economic roots. Pointing to what he called the comparative deprivation of French Canadians vis-à-vis English Canadians, he said that **conflict is inevitable "is to be French-speaking means to be socially and economically inferior." He appealed to the Canadian Labour Congress to play its part in redressing the imbalances, and in remedying impoverishment in Québec and the Atlantic Provinces.**

His outline of labour's agenda for social action complete, MacDonald went on to emphasize that these activities would be undertaken in conjunction with traditional bargaining and organizing activities. Rejecting what he called the narrow nationalism supported by a large segment of trade unionists, he argued that the trade unions of the free world "must develop institutional patterns that will enable them to confront the multinational corporations on their own level." He maintained that an internationally fragmented labour force could be rendered impotent by such corporations, and that "it would be tragic indeed if the strong spirit of nationalism that is sweeping Canada ... were used to isolate the organized workers of Canada from their fellow trade unionists."

Following this appeal, MacDonald made reference to such topics as Arctic sovereignty, women's rights, justice for Canadian aborigines, and labour legislation.

A program for reform

The Reform Caucus at the convention, referred to as the "Pancake Group," was established several months prior to the convention, its estimated membership at that time being 30. Leading the group were: John Fryer, General Secretary of the B.C. Government Employees' Association; Boris Mather, Canadian head of the Communications Workers of America; Gilbert Levine, Research Director for CUPE; and Chris Trower, a Toronto representative of the United Steelworkers. Ed Finn, Research Director of the CBRT & GW, and a major contributor to the "pancake platform," did not appear at the convention.

To promote its program, the Reform Caucus issued a five-point statement on reform, and convened an evening meeting attended by about 200, at which the members attempted to solicit support for their resolutions. In the concluding segment of their statement on reform, they underlined the unifying motive behin their program: **"To spark a re-examination of prese labour traditions, to stimulate fresh new ideas abo labour's goals and methods, and to revitalize the CL and make it more relevant to the needs of Canadia workers in the 70s."**

The following are some of the specific measures the recommended in the interest of forging "a stronge more autonomous, more socially oriented" trade unio movement in Canada.

Social unionism. The CLC should: establish a team organizers who could be assigned on short notice to hel underprivileged groups; launch an aggressive campaig to organize the unorganized, using multi-union organi ing teams, and cutting through the maze of conflictin jurisdictions; establish aid and information centr where the poor and unemployed could receive advic in applying for assistance to government and oth agencies; support a policy of equal rights and opportu nities for women (Contracts signed by CLC-charter locals should provide equal pay for equal work an maternity leave. Where necessary, day-care centr should be included in contract demands.); and, establis a youth department within the Congress and encourag its affiliates to do the same.

John Fryer

ndustrial democracy. The CLC must: press for the xtension of collective bargaining to encompass all mat-ers that affect the workers' industrial life; remove, ulti-nately, the unfettered right of management to control he working forces, impose discipline, determine work chedules, select and promote supervisory staff, and dminister pension and welfare plans; and move to ontrol, through collective bargaining, the right of man-gement to decide on prices, technological changes, roduction plans, future industrial development policies, he curtailment of operations, the relocation of plants, he methods and processes of operations, and pollution ontrol.

Canadian autonomy. International unions should grant heir Canadian section certain minimum standards of ervicing and self-government. These standards are as ollows: the Canadian section must have a Canadian ffice to speak for the union in Canada; the Canadian nembership must elect all the Canadian officers; there nust be a Canadian policy conference to deal effectively vith the union's affairs in Canada; There must be a anadian staff to serve the needs of Canadian members; sufficient portion of the dues collected from Canadian nembers must be left in Canada to finance distinctive ducation, research and other services; Canadian officers nust be able to authorize expenditure of these funds; ollective agreements negotiated in Canada should not equire approval from the head office in the United States; each Canadian section must be free to determine its own political activities, including affiliation with a political party; and procedures must be developed that will allow the Canadian sections to merge with other unions in Canada without waiting for the parent unions to merge in the United States.

Effective unionism. The CLC must stand for effective unionism. A union local that is not being effectively serviced should be able to transfer to another Congress affiliate with the help of the CLC.

Structure and mergers. "... The international character of 86 of the CLC's 100 affiliates is often an obstacle to the much-needed consolidation of Canadian labour." The CLC, therefore, should: "Move vigorously" to bring about needed mergers; invite the affiliation of any bona fide union that is now outside the Congress, whether or not there is any agreement to merge, and encourage the trend toward multi-union bargaining through (a) broad-scale bargaining strategy fostered and planned by affiliates in conjunction with the Congress, and (b) technical and research facilities provided for multi-union negotiating campaigns.

The fishermen's application

A Fishermen's application for affiliation was regarded by MacDonald as "one of the major issues of the convention." The applicants, the United Fishermen and Allied Workers' Union, with an estimated 7,500 members on the West Coast and 750 on the East Coast, had been expelled from the Trades and Labour Congress 22 years ago, amid charges that it was Communist-controlled. In 1967, led by its executive-treasurer, Homer Stevens, the union applied for reaffiliation with the 1,650,000-member Congress. The CLC executive, stating that the union's leadership had not changed, and fearing that its entry into the Congress as a separate entity would increase Communist strength in the movement, insisted that the UFAW merge with the Canadian Food and Allied Workers prior to readmission. Merger talks were initiated, but they degenerated progressively as a result of the UFAW's determination to maintain a separate identity.

This year, the UFAW renewed its bid for reaffiliation, and managed to engage the support of at least 50 union locals. **The constitution committee recommended that, short of amalgamation with the CFAWU, the**

Fishermen be refused membership. When the substitu resolution got to the floor, it was approved by an estimat 75 per cent of the 1,600 delegates.

MacDonald stated after the vote, "May I say to th Communist Party that the delegates who have the hon our to represent the workers of Canada have demonstra ed to you what they think of your sinister efforts t try to pervert this movement."

Many delegates supporting the Fishermen's bid fe outraged by the insinuation that they were Communist or Communist sympathizers. The exchange that ensue went like this: "Mr. MacDonald," shouted J. A. Ca laghan, a delegate from the CBRT, "I'm no more siniste than you just because I disagree with you." "If th muloch fits, be pleased to wear it," retorted the Pres dent.

Later, during the afternoon session, MacDonald state that he had no intention of implying that all thos supporting the Fishermen's bid were Communists. want to make it clear that there were many who oppose the executive resolution who are honest and sincer trade unionists . . . the comment did not apply to them

Education

Fears that graduates of the Labour College of Canad a CLC-directed institution, leave the labour movemer to join the ranks of management were dispelled by th committee on education in its report to the conventio It said that surveys indicate that only 6 per cent hav left the movement, and that the Labour College is social investment that is of benefit not only to labou but to society at large.

The report went on to say that the general educatio program, including that of the Labour College, will b reviewed by the committee, with a view to determinin its functions within the Congress. The conclusions an recommendations of this study will form the basis fo restructuring the Congress's educational program.

Other recommendations falling within the purview o education and endorsed by the delegates were: suppo for the principle of equal educational opportunity fo all Canadians; establishment of student-aid program by the federal and provincial Governments to eliminat barriers to the attainment of education at all level

elegation of the entire responsibility of educational osts to the federal and provincial Governments; and stablishment of crash programs by both levels of gov-rnment to provide the medical, para-medical and den-al personnel required to serve the long-range needs of xpanding health services.

A series of resolutions, promoted by the Reform Caucus, hat called on the Congress to establish a youth depart-ient at the national and local levels did not get to he convention floor. The reformers explained their esolution as an attempt to attract young workers into ctive unionsim by developing programs more relevant o their needs. At a pre-convention press conference, Donald MacDonald had denied that the trade union novement is alienating its younger membership.

Housing and pollution

The convention's legislative committee, chaired by Mike Lygus, Canadian Vice-President of the International Association of Machinists, dealt with a variety of resolu-ons bearing on such subjects as: Canada's water resour-es, pollution, housing, the shorter workweek and mini-um wages. Time prevented the committee from deal-ng with a number of resolutions falling within its prov-nce, and these were referred to the incoming executive.

Two policy statements, one on housing, the other on ollution, were drawn up by the committee and adopted y the assembled delegates. In its housing statement, he committee underlined the need for bold and decisive ction to resolve Canada's housing problems. It drew ttention to the critical shortage of "special purpose" ousing, high rents and substandard accommodations, nd it emphasized that the solution lay with a new irection in public policy—one that "would deal with ousing in terms of human need rather than providing oradic support to a building industry motivated by rivate profit." Among its 15 recommendations were: reation of a department of housing and urban affairs y the provincial and federal Governments; establish-ent of rent review boards on a provincial scale; recog-tion and application of subsidized mortgage rates to ake housing available to those with insufficient in-me; participation of provincial federations and district abour councils in programs establishing co-operative ousing associations; improvement in the quality of cial and ancillary services connected with public ousing; and creation of measures to curtail urban rawl and improve community planning.

The policy statement on pollution called on governments to enact, without further delay, "effective and enforceable legislation that will prevent ... the continuance of destructive practices which endanger our environment." Fearing that the fight against pollution could become another fad that will lose popular appeal, the committee stressed the need for a program of action. It outlined nine steps by which local unions could become actively engaged in pollution control.

A substitute resolution on Canadian water resources was sent back to the committee for stronger wording. Its main stand was against the diversion of these resources for use by non-Canadians. The convention adopted the section of the committee's report dealing with litter and pollution, which included an appeal to all affiliated unions in whose industries pollution is a problem "to seek ways and means of combatting pollution through the collective bargaining process."

A resolution submitted by the Alberta Federation of Labour called on the CLC, in co-operation with credit unions and co-operatives, to establish a national pension plan whose funds would be available for investment in low-cost mortgages and co-operative housing. It drew concurrence in principle from the committee, but with the recommendation that further study be made by the incoming executive council. The delegates supported the committee's recommendation.

The convention adopted also a substitute resolution that the federal 11 per cent tax on construction materials be abolished, and agreed on non-concurrence with a resolution calling for rent control at the municipal level.

Further legislative action approved at the convention focused on: halting the trend toward extended shopping hours; agitating for shorter workweeks; and raising the minimum wage to at least $2.50 an hour. Concurrence in principle was expressed for resolutions advocating stronger consumer protection, and making work on statutory holidays the prerogative of employees. A resolution appealing for action to provide housewives with suitable federal allowances was referred to the incoming executive pending the report of the Royal Commission on the Status of Women.

The new executive

The top executives of the CLC were returned to their posts during the convention. Some disappointment was expressed by certain delegates over the small number of women representatives in the upper echelons, particularly in view of the current drive to enhance the status of female trade unionists. Only one woman, Huguette Plamondon, of the Canadian Food and Allied Workers, was elected to the otherwise all-male executive.

Returned by acclamation were: Donald MacDonald, IWA, President; William Dodge, CBRT, Secretary-Treasurer; and Jean Beaudry, Steelworkers, and Joseph Morris, IWA, Executive Vice-Presidents. Also re-elected by acclamation were the Congress's six General Vice-Presidents: Stanley A. Little, CUPE; Dennis McDermott, UAW; William Mahoney, Steelworkers; William Ladyman, IBEW; Y.C.W. McGregor, Railway and Steamship Clerks; and L. H. Lorrain, PSPMW.

The slate for vice-presidents at large was the only one that generated any competition. Thirteen candidates were nominated for the 10 available seats, but one nominee, Lynn Williams, Steelworkers, declined. Elected to the positions of vice-presidents at large were: Claude Edwards, PSAC; Fred Nicoll, CBRT; Huguette Plamondon, CFAW; Neil Reimer, Chemical Workers; Larry Sefton, Steelworkers; Mike Rygus, IAM; Bernard Shane, ILGW; R. R. Smeal, Flight Attendants; E. T. Staley, Carpenters; and George Watson, UTWA.

Grace Hartman, national Secretary-Treasurer of CUPE, and Josephine Hallock, Hotel and Restaurant Employees' and Bartenders' International Union, were defeated in their bids for the post of vice-president at large.

International affairs

Man's aggressiveness, hostility and indifference to the welfare of his fellow man were strongly denounced in a policy statement submitted to the convention by the committee on international affairs. The statement, which was adopted in full by the delegates, expressed remorse over failure to abate the arms race, and called for support in the declaration of a Disarmament Decade from 1970 to 1980. It placed much of the responsibility for failure to resolve world conflicts on the member nations of the United Nations who, it said, are derelict in providing it "with the necessary means and authority to carry out its peacekeeping efforts."

The statement surveyed most of the prime trouble sp
in the world, and reproached those who seek to se
disputes through the use of force and violence. It ur
the Government of Canada to demand "immedi
cessation of activities by" and "early withdrawal
foreign troops from Cambodia, Laos and Vietnam, a
the establishment of an effective and independent p
cekeeping force. It also recorded opposition to the s
to the U.S. of weapons that may be used in the Vietn
conflict.

In further calls for action, the committee appealed
the Canadian Government to urge disputants in
Middle East crisis to facilitate the establishment o
neutral ceasefire zone that would fall under U.N. sup
vision, and to demand the withdrawal of foreign tro
from Czechoslovakia and the "return of that count
freedom and independence." In the spirit of its tra
tional philosophy of human justice, it continued to c
demn the Government of South Africa for its ap
cation of "the inhuman policies of apartheid" and
denial, to most people, "of their elementary hun
rights."

In drawing up its policy on external aid, the committee urged the Government of Canada to spend at least 1 per cent of the GNP for external aid and development, to establish easier trade, fiscal and credit facilities to aid developing countries, and to increase allocations to the Soft Loan Assistance program. The committee also praised the Government's decision to reduce Canada's military commitment to NATO, and recommended increased support for the programs and activities of the International Confederation of Free Trade Unions.

Delegates approved also a number of resolutions submitted by CLC affiliates. In several of these, the AFL-CIO came under attack for withdrawing from the ICFTU and thereby weakening the effectiveness of this world trade union body. They urged Congress affiliates to make every effort to meet the financial loss incurred in the ICFTU account because of the AFL-CIO's disaffiliation, and to restore unity to the free trade union movement.

In further decisions, the convention resolved to condemn atomic testing in China and the USSR, and to get the Canadian Government to pressure the United States to cancel its projected atomic test. Unanimous approval was won also for the committee's recommendations that protests be waged aginst the U.S. Government's proposal to set up an anti-ballistic missile complex, and that action be taken to halt the development, production and stockpiling of chemical and biological weapons of war.

Government employees

Postal workers across Canada won unqualified support for their demands, and a declaration that the CLC will do everything possible to assist them in resolving their problems, when delegates approved a composite resolution recommended by the government employees' committee. Another resolution, condemning the Government of Canada for ignoring the "established ethics of collective bargaining with its own employees," was ratified as well.

Further resolutions that drew concurrence at the convention dealt with: the right to negotiate pension and retirement funds being incorporated into the Public Service Staff Relations Act respecting collective bargaining in the federal Public Service; the removal of barriers that were said to be impeding public employees from securing and exercising civil, union, and democratic rights and liberties enjoyed by other sections of the Canadian population; and a pledge by the CLC and its affiliates to support the B.C. Government Employees' Union's campaign to win collective bargaining rights for all B.C. employees.

A resolution submitted by the Atomic Energy Draftsmen, Local 1645, which would have had the effect of restricting the portability of pensions on separation from employment, was defeated by the convention, as it was not in keeping with established trade union philosophy.

Political education

Endorsement of the New Democratic Party as the political arm of the Congress was recommended by the political education committee and was carried unanimously by the 1,600-member delegation. But Dmitry Gorky, a Steelworkers delegate, challenged Congress support for the NDP by proclaiming. "It's a free country. Any man should be free to choose his own party."

Other resolutions proposed by the committee on political education dealt with international constitutions, anti-labour legislation, election days and compulsory voting. A move to get ranking officers of international unions, whose constitutions restrict their members' political affiliations, to seek amendment to such constitutions, won the full support of the delegates.

A strongly worded resolution calling on organized labo to unite whenever anti-labour legislation "rears its u head," and defeat politically "the enemies of Canadi working men and women," also gained concurrence. T convention, finally, endorsed the principle that all ge eral federal and provincial election days be declar public holidays without loss of wages or salary, b rejected a resolution urging compulsory voting in bo federal and provincial elections.

General resolutions

A policy statement on broadcasting, prepared by t general resolutions committee under the chairmansh of L. H. Lorrain, Canadian Director and First Intern tional Vice-President of the International Brotherho of Pulp, Sulphite and Paper Mill Workers, won unar mous approval from the delegates. In its statement, t committee commended the Canadian Radio-Televisio Commission for its progress in the area of broadcastir standards and Canadian content, expressed its suppo for the CBC as "a major element in Canadian broadcas ing," and lashed out at the private broadcasting industi "for its socially irresponsible attitude." It strongly urge affiliated unions to support all efforts to make broadcas ing in Canada "a more genuine expression of Canadia needs and interests." Some of the specific measure recommended by the committee for attaining this goa were that affiliates make known to local stations the views concerning the quality of local programs, prote any evasion of Canadian content regulations, deman development of Canadian talent in broadcasting, an report to the Commission any transfer of broadcastin control to foreign ownership.

Further resolutions submitted by the committee an carried by the convention focused on action to resto second-class mailing privileges to the periodicals non-profit organizations, and support for the activitie of California grape workers. Jerry Brown, General Re presentative of the United Farm Workers of Americ expressed his gratitude to the CLC for its continue participation in grape boycott action, and proclaime May 30 as National Boycott Grapes Day. The delegat rose and applauded loudly in a solid display of the support for the farm workers.

The remaining resolutions dealt with by the conve tion—on organization, economic policy, social securit human rights and on constitution and structure—wi appear in the September issue of The Labour Gazette.

Meeting the problems of female workers

An act to provide Ontario's one million working women with equal employment opportunities has been introduced in the Ontario Legislature by Labour Minister Dalton Bales. Mr. Bales said that the Women's Equal Employment Opportunity Act will prohibit discrimination in employment against women in Ontario on the grounds of sex or marital status. The Act is the result of more than two years of intensive research into the problem of discrimination against women in Ontario, and investigation of similar legislation in other jurisdictions.

"The legislation prohibits discrimination in recruitment, hiring, training, promotion and dismissal," said Mr. Bales. "It also will cover separate male-female classifications in advertising." He said that the Bill also prevents dismissal for pregnancy and provides for maternity leave.

The Act will be administered by the Department's Women's Bureau. Director of the branch is Dr. Lita-Rose Betcherman. Dr. Betcherman is primarily interested in helping women who hang up their aprons to become part of the female labour force. Appointed director of the Bureau in September 1966, Dr. Betcherman has revised the function of the Women's Bureau from one of dispensing information to that of counselling and communications.

Dr. Betcherman combines family, social and community life with a career. She is the mother of four children ranging in age from 11 to 21. She recently received her doctorate in history from the University of Toronto, where she graduated with a Bachelor of Arts degree in 1948. She received a Master degree in 1962 from Carleton University, where she was a lecturer in history from 1961 to 1964.

Mr. Bales said that, "While the legislation is not all-inclusive, it has been especially developed to meet the problems as they exist in Ontario today and, in addition to most other employers, it is binding on the provincial Government and its agencies." He pointed out that there are two exemptions: the employer who has fewer than six employees is exempt from the Act; and firms of less than 25 employees are exempt from the maternity leave provisions.

Mr. Bales noted that, administratively, the new legislation combines features of two other pieces of legislation in the Labour Department—The Human Rights Code and The Employment Standards Act. He said that it proceeds by the complaint and conciliation method of the Code, but under the new Act, the Government can initiate complaints as it does under The Employment Standards Act. "We have provided for the same broad powers of investigation that pertain to The Employment Standards Act," he said. He added that, although this legislation is primarily intended to correct discrimination against women workers, it also protects the rights of male workers. Should a man be discriminated against in employment because of his sex or marital status, he can seek redress under the Act.

Dr. Betcherman

Anxious, discontented and angry

Reasonably happy workers can become anxious, discontented and angry when faced with unemployment, says Dr. Sidney Cobb, Department of Epidemiology, School of Public Health, Harvard University. Dr. Cobb discussed the medical aspects of unemployment at the Industrial Gerontology Seminar of the U.S. National Institute of Industrial Gerontology at Annapolis, Maryland, in April.

Dr. Cobb and his associates had studied the health status of large groups of workers in plants that were threatened with closure. With previous health records available, the study was continued through the preclosure phase, through unemployment and back to work. They found that, in the groups tested, health conditions showed dramatic change upon threat of job termination, whether this period lasted for six months, a year or two years. Among the groups tested, there was a substantial increase in uric acid secreted and in the cholesterol content of the blood. Blood pressures rose consistently in a high percentage of cases. The utilization of hospital and medical services increased, as did the use of medicine and drugs. both prescribed and otherwise.

The workers, from being a reasonably happy work forc became anxious, discontented and angry. Similar sym toms were in evidence among the wives of the worke and there was an increase in marital problems. Th pattern continued throughout the period of unemplo ment. When the employees were re-employed, th symptoms tended to diminish, but in many cases th damage done was permanent to some extent.

Industrial gerontology is the study of the employme and retirement problems of middle-aged and old workers—the science of aging and work—said Norma Sprague, Director, National Institute of Industri Gerontology, National Council on the Aging, in his a dress to the seminar.

Industrial gerontology begins where age becomes handicap to employment. Age discrimination in em ployment may start as early as 35 or 40 in some indu tries and occupations, and it begins to take on maj

mensions at the age of 45, Mr. Sprague explained. ıdustrial gerontology is concerned with aptitude testing the middle-aged and older workers—with their job ɔunselling, vocational training and placement. It is ɔncerned with job adjustment, assignment, re-assignent, retention, redesign, motivation and mobility. It concerned with the transition from employment to tirement and with retirement itself. It is concerned ith retirement preparation, retirement criteria and re-rement income, with public and private pension prog-ms. Industrial gerontology draws upon economics, sychology, medicine, sociology, adult education, indus-ial and labour relations and management science.

anada was represented at this seminar by Ian Camp-ell, Associate Director, Manpower Utilization Branch, epartment of Manpower and Immigration. While dis-ussing the difficulties that unemployed mature workers equently faced in seeking jobs, Mr. Campbell pointed ut that the validity of the excuse that older workers ould not be hired because of pension plans was now duced in Canada. He attributed this largely to the fects of the Canada Pension Plan and the Québec ension Plan, plus increased Old Age Security pay-ents. The ability to provide for other than a marginal xistence after retirement depended largely on the de-ee of successful participation in the labour force dur-g the 40s and 50s.

he core of the social and economic problem of the older orker in Canada lies in the fact that once they become nemployed, middle-aged and older workers tended to main unemployed for longer periods than younger age roups. Mr. Campbell said that, frequently, unemployed ature workers, if they obtained employment, had to cept jobs at a lower level than they had previously joyed, with disastrous effects on their morale and nancial situation.

Rashelle G. Axelbank, Consultant to the U.S. National Council on the Aging, discussed the effects of long-term joblessness on the older worker. She said that the special problems of older workers are not reflected so much in their rate of unemployment as in the length of time they remain without work. They made up a disproportionately large percentage of the long-duration jobless.

It was in this respect that their experience differed so widely from that of the younger population. She explained that it made a great deal of difference to the morale of a job seeker, and to the person doing the hiring, whether the applicant had lost his job a few weeks previously or six months or more before.

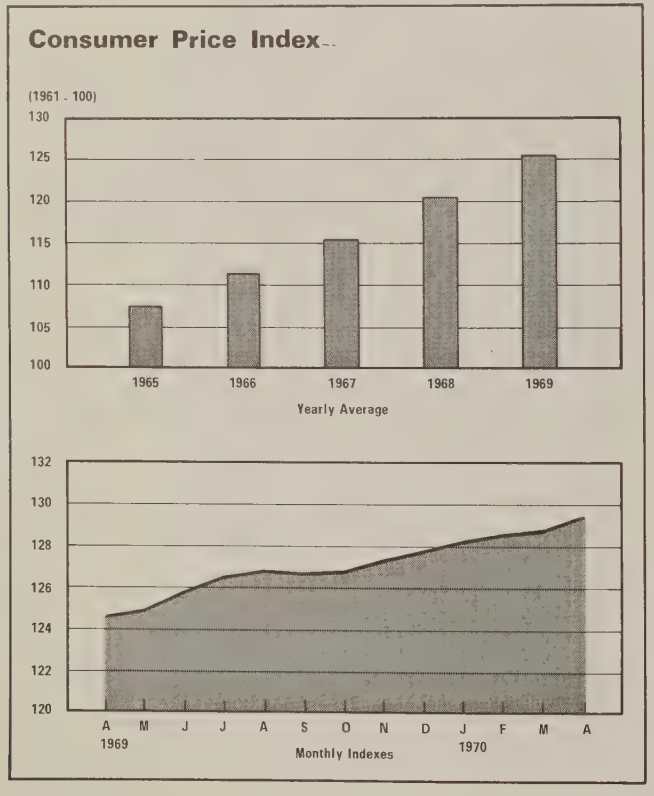
Mrs. Axelbank explained that older jobless men were, by and large, victims, not creators, of those injurious forces that accompany industrial progress. She suggested that the older job applicant was likely to be discouraged, if not cynical. She stressed the need for employment counsellors to have an understanding of those circumstances that bring an applicant to his present state. Through such understanding the counsellor would be enabled to work more sensitively and effectively with him. Early retirement may seem to offer a plausible solution for men aged 62, but it may not be the best solution in the long run. Most older applicants need jobs because they need the larger income that employment provides.

Dr. Juanita M. Kreps, Professor of Economics and Dean of the Women's College at Duke University, Durham, North Carolina, addressed the seminar on "work and leisure options." She pointed out that, at the present time, we enjoy "lumps" of leisure at the beginning and end of life's span. But because the period of usefulness of individuals in a majority of cases now extended beyond normal retirement age, she advocated the study of the possibility of distributing leisure time more equitably throughout the life span. Dr. Kreps, as were other speakers, was concerned about the growing financial burden being placed upon the middle-aged group because of the extension of the "education" period and a trend toward earlier retirement.

Price indexes

Consumer, April 1970

The consumer price index in April (1961 = 100) rose 0.6 per cent to 129.7 from 128.9 in March, and was 4.1 per cent above the April 1969 level of 124.6. The increase in the latest index from the preceding month, though only about half that for April 1969, was equivalent to the average April change for the past five years.



The food index advanced 0.8 per cent to 131.5 fr 130.5, and was 5.2 per cent higher than a year a Higher prices for fresh fruits and vegetables, as v as for some meat items, outweighed smaller price clines for pork, eggs and some dairy products. Th were increases of 5 per cent or more for onions, turni cabbage, tomatoes, lettuce and grapefruit. Declines w recorded for carrots, celery and bananas. The price beef rose 0.8 per cent, but was still 6.6 per cent bel the June 1969 peak. Poultry, fish and other me showed smaller increases. Egg prices declined for t fourth consecutive month to a level 30 per cent bel their December 1969 peak.

Among dairy products, the price of fluid milk declin 0.1 per cent; average prices for ice cream, evaporat milk and processed cheese were also lower. Sugar creased 1.3 per cent, regular coffee advanced 1.8 p cent in contrast to instant coffee, which declined per cent; and lard rose 2.3 per cent to a level 2 per cent higher than a year ago. Restaurant meals ro 0.8 per cent, equalling the rise in the food-at-hor component; but in the latest 12-month period, th advanced 6.8 per cent, compared with 5.0 per cent f food consumed at home.

The housing index rose 0.5 per cent to 129.8 from 129 and was 4.9 per cent above last year's level. Increas were recorded for shelter and household operation e ments. The home-ownership component advanced (per cent, due almost entirely to increased mortga interest rates. Among household operation costs, t price of electricity rose 2.3 per cent because of a su stantial increase in rates in British Columbia. Furnitu household textiles and most supplies increased in pric appliances, floor coverings and utensils declined slight

The clothing index rose 0.6 per cent to 126.8. Me wear prices advanced 1.1 per cent, reflecting increas on all items except dress shirts and some underwe Women's wear prices increased 0.5 per cent, with m increases restricted to outerwear items. Prices for fo wear advanced 1.0 per cent, but piece goods and clot ing services remained unchanged. There was a decrea of 0.2 per cent in the prices of children's wear.

The transportation index rose 0.5 per cent to 124.6 from 124.0. Most of the increase was because of an advance in travel and local transportation components. The automobile operation component rose 0.1 per cent, reflecting minor advances for insurance and motor oil.

The health and personal care index increased 1.2 per cent to 139.3 from 137.7. Increased dentists' fees and higher doctors' and optical care fees in non-medicare provinces accounted for most of the rise. There were higher prices for most toiletry items.

The recreation and reading index advanced 0.1 per cent to 129.6 from 129.5, with slight increases for portable television sets and phonograph records.

City consumer, April 1970

Between March and April, consumer price indexes (1961 = 100) advanced in all regional cities and city combinations, with the exception of Saskatoon-Regina, where it was unchanged. The increases ranged from 0.2 per cent in Toronto to 1.1 per cent in Vancouver.

Food prices rose in all cities, reflecting higher prices for most fresh produce and beef items. Increased rents and higher prices for household operation items were mainly responsible for housing advancing in all provinces. Clothing indexes increased in eight cities, remaining unchanged in St. John's and Edmonton-Calgary. Health and personal care components increased in all cities and city combinations, partially as a result of higher professional fees. Indexes for transportation, and for recreation and reading, registered mixed movements. Tobacco and alcohol components were unchanged.

Regional consumer price index changes between March and April were: Vancouver +1.3 to 123.1; Winnipeg +.9 to 127.1; Halifax +.7 to 124.5; Edmonton-Calgary +.7 to 124.7; Ottawa +.6 to 127.6; Montreal +.5 to 124.7; St. John's +.4 to 122.4; Saint John +.4 to 123.5; Toronto +.3 to 127.5; Saskatoon-Regina unchanged at 122.1.

Wholesale, April 1970

The general wholesale index (1935-39 = 100) was 289.5 in April, unchanged from March, and 2.7 per cent higher than the April 1969 index of 281.8. Six of the eight major group indexes were higher, and two declined.

The wood products group index moved up 1.3 per cent to 383.1 from 378.1 on higher prices for fir, spruce and wood pulp. Increases of 0.3 per cent or less occurred in five major group indexes: textile products to 258.1 from 257.5; iron products to 305.8 from 305.1; chemical products to 224.3 from 223.8; non-ferrous metals products to 294.8 from 294.5; and non-metallic minerals products to 214.4 from 213.7.

The animal products group index moved down 1.6 per cent to 331.7 from 337.2 on price decreases for livestock, fresh and cured meats, eggs, and fishery products. A decline of 0.3 per cent to 238.1 from 238.7 in the vegetable products group index reflected lower prices for tea, coffee, cocoa, grains and fresh fruits.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.1 per cent to 276.3 from 276.6 in the three-week period April 3 to 24. The animal products index decreased 0.8 per cent to 361.4 from 364.4. The field products index advanced 1.3 per cent to 191.2 from 188.8.

U.S. consumer, April 1970

The United States consumer price index (1957-59 = 100) increased 0.6 per cent to 134.0 from 133.2 in March, and was 6 per cent higher than a year ago. On a seasonally adjusted basis, the increase was 0.5 per cent.

Prices of food bought in grocery stores averaged unchanged as a further sharp decline in egg prices and a seasonal decline in pork prices offset higher prices for many other kinds of food. All of the April advance in food was because of higher prices for restaurant meals and snacks.

Prices for consumer services continued to rise, increasing by 0.7 per cent, but this was below the 1.1 per cent advance in March. Costs for services associated with housing, particularly residential property taxes, mortgage interest, and utilities, continued to register the most important increases. The rise in prices of transportation services advanced noticeably, mainly because of increases for auto insurance premiums and parking fees. Charges for medical care services were higher, but less than in March.

Unemployment insurance report

A total of 202,764 initial and renewal claims were filed in Canada in March 1970, an increase of 1,940, or 1 per cent, over the previous month, and an increase of 44,328, or 28 per cent, over the same month last year.

With the exeption of Prince Edward Island, Nova Scotia and Ontario, all provinces experienced increases in the number of claims filed in March compared with the previous month. Although the number of claims filed in Ontario during March of this year was 29,922, or 61 per cent, higher than the number filed in March of 1969, the reduction of 3,187, or 4 per cent, in the number of claims filed in March would, when compared with February, tend to indicate a lessening in the tightness of the labour market. It is of interest to note that for several months, the number of claims filed in the Atlantic provinces has been substantially lower, with few exceptions, than the equivalent levels for March 1969.

A comparison of initial and renewal claim activity indicates that the present labour market is adversely affecting those claimants who have been unemployed for some time. Compared with April, the initial claims in March decreased by 9,407, or 6 per cent, while renewal claims increased by 11,347, or 25 per cent. With the exception of Nova Scotia and Quebec, all provinces experienced increases in the level of renewals of at least 21 per cent. In March 1969, only one province experienced an increase in renewal claims in excess of 21 per cent over the preceding month. In absolute terms, the number of renewals filed in March 1970, when com pared with, the total in March 1969, increased by 22,64 or 66 per cent, and initial claims increased by 21,68 or 17 per cent.

Although the rate of increase of the claimant coun month over month, drcreased from 5 per cent in Febru ary to 2 per cent in March, the March 31 claimant cour of 705,145 was 19 per cent higher than that at the en of the same month last year. For the first three month of 1970, males have been a declining proportion of th month-over-month increase in the claimant population yet their numbers as a proportion of the total claiman population have remained approximately constant a 72 per cent.

Compared with the claimant count on February 2 1970, this count was from 3 per cent to 9 per cent lowe in the Atlantic provinces and Manitoba, and marginall higher in all other provinces.

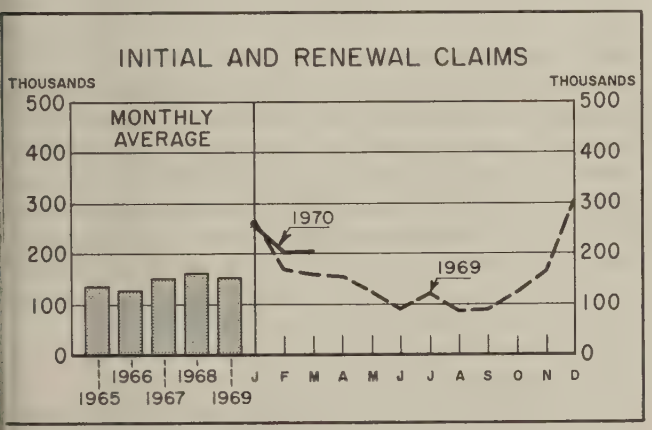
The claimant population as measured at March 3 1970, had been on claim longer, on average, than th same population measured at the end of March 196 In March 1970, 40.0 per cent of the claimants had bee on claim 14 weeks or longer whereas in March 196 37.4 per cent of the population was in the latter grou The difference is most notable for those claimants o claim 27 weeks or more; 11.0 per cent in this grou this March as compared with 7.4 per cent in the sam group last March.

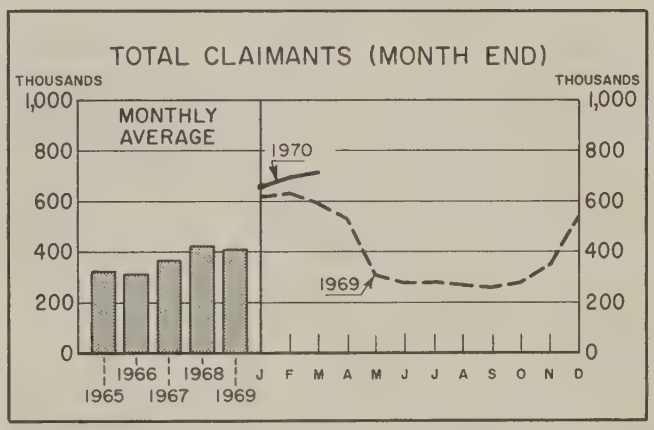
Summary Table

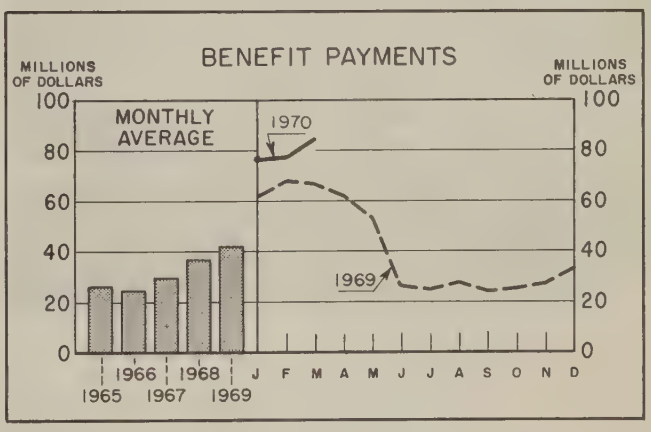
Activity	March 1970	February 1970	March 1969	Cumulative Data: Jan. to March 1970	Cumulative Data: 12 months ending March 1970
			(in thousands)		
Insured population at end of month	—	5,715	5,546	—	—
Initial and renewal claims filed:					
Total	203	201	158	670	1,930
Initial	146	155	124	513	1,451
Renewal	57	46	34	157	479
Claimants currently reporting to local offices	705	694	594	686*	428*
Beneficiaries (weekly average)	528	549	526	542*	313*
Weeks compensated	2,376	2,196	2,105	6,770	16,248
Benefit paid	84,019	77,632	66,441	223,152	542,070
Average weekly benefit	$35.36	$35.34	$31.57	$32.96	$33.36

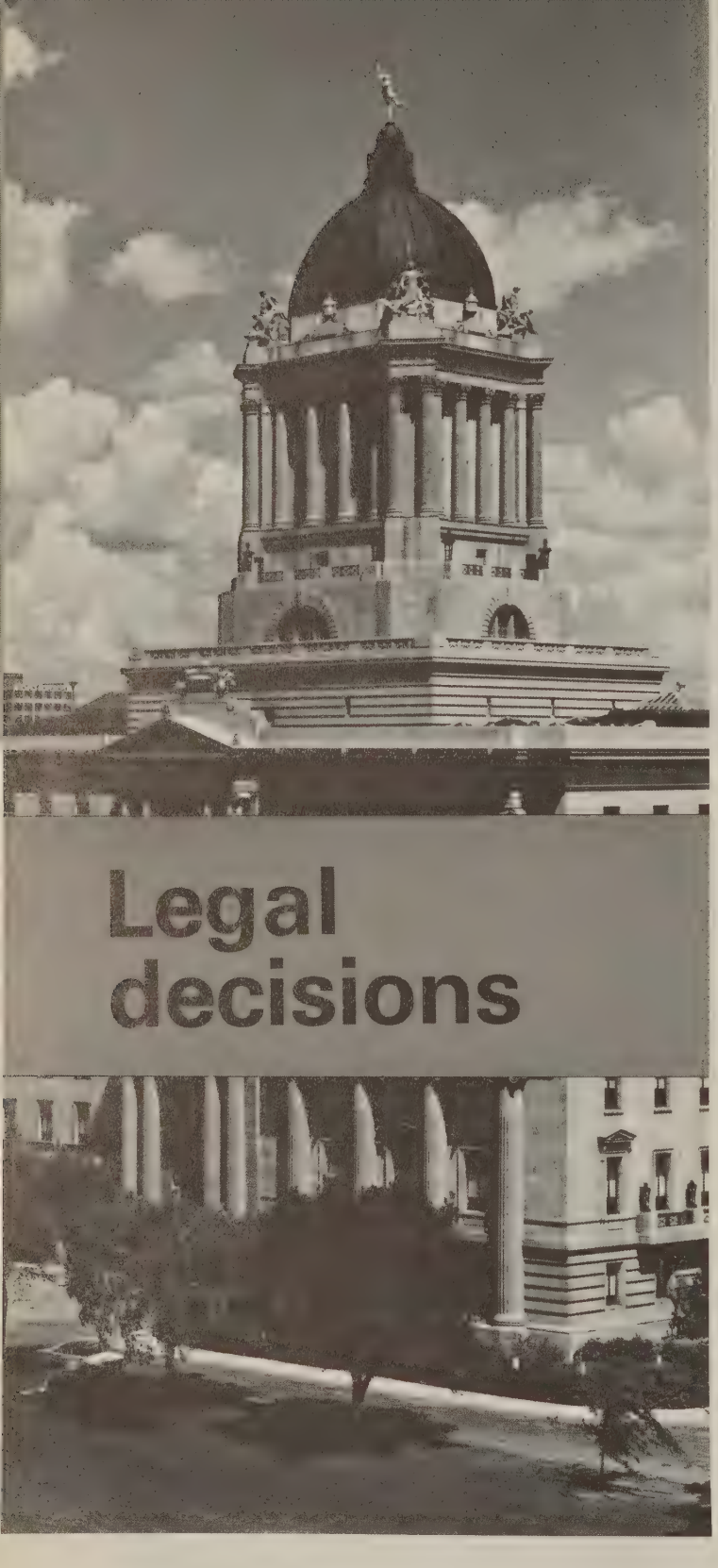
* Monthly average.

The average number of beneficiairies a week during March 1970 was estimated to be 528,000, a decrease of 3.8 per cent from the previous month's estimate of 549,100, but an increase of 0.4 per cent from the estimate of 526,100 for the same month of last year. Benefit payments totalled $84,000,000 in March 1970 compared with $77,600,000 in February and $66,400,000 in March 1969. Average weekly benefit paid in March was $35.36, marginally higher than the $35.34 paid in February and substantially higher than the $31.57 paid in March 1969.









Legal decisions

Court cases involving the rights of the individual unio member within a union are becoming more frequent. Th Manitoba Court of Queen's Bench found that a pa union official was wrongfully dismissed from his positio as a result of a union trial that was not held in acco dance with the union constitution and the rules of natur justice.

In British Columbia, the Supreme Court decided tha when a union member who actively supports a rival unio is alleged to have breached company rules, his exclusiv bargaining agent has a duty to represent him fairly the grievance procedure.

Manitoba Court of Queen's Bench

The only full-time paid position on the executive of Winnipeg local of the International Brotherhood o Boilermakers was that combining the duties of secre tary-treasurer and business manager. In March 196 a man named Evaskow, who had been with the loca for 10 years, and who had held executive offices in th local, was elected to a two-year term as secretary-trea surer and business manager. Four months after hi election, he was charged by trustees of the local wit violation of the union constitution.

The constitutional provisions cited were those regarding violation of any provision of the union constitution failure to perform duties or functions set out in th constitution; engagement in any activity or course o conduct contrary or detrimental to the welfare or bes interest of the union; and engagement in or fomentin any acts or course of conduct inconsistent with th duties, obligations and fealty of trade union members and in violation of sound trade union principles **Specifically, it was alleged that Evaskow had been foun sleeping in the local office late one afternoon, and ha therefore failed to carry out his duties and responsibilities It was alleged also that, on another occasion, after or dering the local's office secretary to "vacate" the loca office, he had telephoned the Winnipeg police to see her eviction, thereby engaging in conduct contrary an detrimental to the welfare and best interests of the unio and the local.** A copy of the charges was sent to th international president in Kansas City.

When the first charge was examined by Mr. Justic Matas, of the Manitoba Court of Queen's Bench. Evas kow explained that his job quite often required hi to be up late at night and that he would sometimes doz at his desk if there were no pressing matters to atten to. He denied being asleep on the afternoon in question One of the trustees bringing the charges said, on exami nation, that he did not regard the matter as serious

especially in the light of the hours worked by Evaskow. The offence was not raised at a general meeting of the local held a few weeks after the incident; and nothing further was heard of the complaint until the charges were filed early in August.

Examination of the second charged revealed that Evaskow did not get along well with the local's office secretary, an employee of the local for 13 years. Although under the constitution the business manager had jurisdiction over office staff, the secretary accepted direction from the local's president and from the union's International Vice-President for Western Canada, Donald Whan. Evaskow found the secretary's work unsatisfactory, and intimated that he would have to let her go. She said that she had sent a notice of resignation to the local president and to Whan. On July 13, 1967, Evaskow fired her after she had refused to carry out his instructions. The firing was discussed at a general meeting of the local on July 15, and a motion to close the matter was passed. The real complaint of those who later made charges against Evaskow was not that the local's secretary had been fired, but that Evaskow had called the police to the local office when she refused to leave.

A few days after the firing, a meeting of the local's executive was held with Mr. Whan in attendance. The firing was discussed and, Evaskow was asked to resign. Telling the executive that he would think it over, he later advised that he would not resign. Most of the executive members worked at that time on the same job site, and they held a series of meetings to discuss Evaskow, his position with the union, and the procedure to be followed in having him removed from office.

In the latter part of July, Evaskow laid charges against the local's president, vice-president and a trustee. The charges were rejected by the union's international president, who advised that charges must make specific reference to the union constitution, and state clearly the actual occurence, including time and place, that allegedly consituted an offence or violation. On August 2, the two charges against Evaskow were laid.

It was admitted before Mr. Justice Matas that an assistant to Whan was helpful in preparing the written charges and in advising on the procedures to be followed. On August 8, members of the local charged the local president, vice-president and trustee; the next day, Evaskow charged the local vice-president and the trustee with violations of the constitution. Ten days later, the international president ruled these charges invalid. In the meantime, Evaskow charged the local president with non-payment of dues, purported to suspend him from membership, and told the president's employer that the man was no longer a member in good standing. At the end of August, the international president, have had a report from Whan, ordered Evaskow to give the local president receipts for dues and to "cease and desist" preventing the local president from carrying out his duties.

As for the two charges against Evaskow, the union's International Vice-President for Eastern Canada, John Carroll, following constitutional provisions, notified Evaskow of an informal hearing and of a trial, if necessary. At the hearing, held in Winnipeg on August 21, and chaired by Carroll, Evaskow said that he was not guilty of the charges. He was asked if he wished to sign the charges, presumably to acknowledge their validity, and to resign. Evaskow told them that, if that was all they wanted, he was not interested in continuing the discussion, and he left.

The union constitution requires a "sincere effort" be made "to resolve the dispute at this point." Mr. Justice Matas found that no such effort was made. After the hearing, the parties to the dispute and other members of the local went to a beverage room in the hotel. Words were exchanged, the situation deteriorated, and there was a slight altercation between Whan and Evaskow in the hotel parking lot. These events, Mr. Justice Matas said, were not conducive to a fair trial being held the next day. Whan testified in court that, during that same evening, he had spoken to Carroll, expressing his displeasure at the fact that police had been called into the local's office by Evaskow.

At the union trial the next day, Evaskow pleaded "not guilty." Those who claimed to have found him sleeping gave evidence and were cross-examined. The secretary who had been fired was not called to give testimony. Evaskow called two character witnesses. Evidence was introduced of a complaint concerning Evaskow's conduct at a local meeting on August 19, although no notice of this alleged violation of the constitution had been given to him, as was required by the constitution; Evaskow objected to this evidence being heard. Although he was permitted to cross-examine, Evaskow's freedom to do so was restricted several times by Carroll, who was conducting the trial.

Carroll concluded that Evaskow had violated the constitution as charged, and also concluded, on the basis of the evidence introduced without notice, that Evaskow was responsible for disruption of the local meeting on August 19. A report and transcript of the trial were sent to the international president by Carroll. It was recommended that Evaskow be removed from his office and suspended from the right to run for office or represent the local in any manner. Because of the disruption

of the local meeting, it was recommended that Evaskow's right to attend local meetings be suspended for two years. The international president concurred in, and the union's Executive Council voted in favour of, these findings and recommendations.

For Mr. Justice Matas, the question to be decided was whether the union trial had been held in accordance with the union constitution and the rules of natural justice. He found that the absence of a sincere effort to resolve the dispute, the altercation on the evening before the trial, the comment by Whan to Carroll on that same evening about Evaskow's calling in the police, the introduction to the trial of evidence concerning an alleged violation of the constitution without notice, and the restrictions on Evaskow's right to cross-examine witnesses resulted in a union trial that was contrary to natural justice. Carroll's actions and his report, the international president's concurrence, and the action of the Executive Council associated the union with the contravention of its own constitution and contravention of the precepts of natural justice. The executive council's decision was invalid, and the mesures taken against Evaskow were wrong.

The individuals concerned with taking action against Evaskow were found to have conspired to bring about his removal from office, and to deprive him of his privileges as a member in good standing of the local. Removing him by vote of the membership did not seem a likely solution, for there was evidence that Evaskow had general support from local members. Unable to carry out their intent by proper means, the local officials, with the assistance of Whan, used the method of filing misleading charges. The nature of the charges themselves indicated the lack of good faith. Because a conspiracy may be legally actionable if either the ends or the means, or both, are unlawful, Mr. Justice Matas found that Evaskow was entitled to damages. **Evaskow v. International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers et al.,** decided April 7, 1969, 60 CLLC, para. 14,182; [1969] 4 DLR (3d), p. 684.

B.C. Supreme Court

Starting in the mid 1960s, there was a bitter jurisdictional dispute between the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, long dominant in the British Columbia pulp and paper industry, and the Pulp and Paper Workers of Canada, formed by breakaway elements. The Canadian union had made substantial inroads into the international union's jurisdiction and had succeeded in taking away the international's certification for a mill in Nanaimo, B.C.

In the summer of 1967, Felix Fisher, a worker at a Alberni mill for which a local of the international unic was certified, was known to be an active supporter the Canadian union. Late in July, the Acting Presidei of the international's local, Spencer, appointed thre members of the local to look into charges against Fishe but the committee found that none of the charges woul support any action against him The chairman of th committee then became aware of a conversation be tween Fisher and a fellow worker, and this worker, upo being asked, agreed to lay a charge that Fisher hac in their conversation, violated the international union constitution and by-laws by referring to the union an its officers as "liars and crooks," and had violated h oath of allegiance to the international by "attemptin to subvert" the worker's faith away from the interna tional union. The committee chairman, in a notice writ ten on the local's letterhead, ordered Fisher to appea at a hearing on August 2 and to show why he shoul not be found guilty and disciplined under the unio constitution.

Fisher received the notice and a copy of the charge while at work on the day shift of July 31. About 8 o'cloc that evening he returned to the mill and was give permission by the security guard to go into the locke room to get car keys that he said he had inadvertentl left there. The company had a system of written passe for entry to the mill, but the practice had develope with the guards of allowing employees to go, with verba permission only, into the locker room, which was locate just past the time clocks. After getting his keys, Fishe went further into the mill where he came upon th chairman and a member of the investigating committe who were sitting with other workers on lunch break **There was a brief conversation, then Fisher left the mil At 8:20 p.m., the committee chairman telephone Spencer to complain that Fisher had attempted to intimi date him and the other committee member, and afte their shift, the two went to Spencer's home and reporte the incident.** Spencer assured them that he would d something about the matter; he did not ask Fisher o the other workers who witnessed the incident for thei accounts of the incident, nor did he communicate wit Fisher for the next seven days.

The next morning, just as he was about to leave meeting with the personnel manager, after having vacil lated over what to do about the matter, Spencer raise the incident of the previous evening. Questioned by th personnel manager, he spoke of a "ruckus" in the mil involving some employees and Fisher. The personne manager called in the two committee members involved

Brought to the personnel office that afternoon, Fisher asked that discussions be deferred until union representatives were present and, when a shop steward and the acting chairman of the local's standing committee came, the personnel manager charged Fisher with entering the mill without permission and disturbing employees. When told that Fisher had permission to enter the mill, the personnel manager was surprised, but he suspended Fisher pending a union-management meeting set for the next day, August 2. At that meeting, the first stage of the grievance procedure, a company spokesman, referring to misconduct alleged against Fisher on previous occasions, told him that he was dismissed.

Charges against Fisher within the union were heard the same day. The investigating committee concluded that Fisher was guilty as charged but, Fisher having been dismissed by the company, it recommended that action against him be deferred until he again came within the union's jurisdiction. This report came before the meeting of the local in October and, although at that time it was ruled out of order and rejected on the grounds that the investigating committee had not been constitutionally established, Spencer claimed in court that the report had been accepted at the local's November meeting.

On August 3, the second stage of the grievance procedure was fulfilled when, at a meeting of the local and management standing committees, which Fisher did not attend, **the union representatives requested the reasons for Fisher's dismissal. The company stated that Fisher had got past the guard without a mill pass through deceitful methods, and had, during the time he was in the mill, accosted two fellow workmen, become provocative and argumentative and, in so doing, created a disturbance.** The company said that, because he had been previously warned about breaking company rules, and had been subject to frequent disciplinary action, Fisher had been told that he was an undesirable employee and was dismissed. The union and management representatives noted each other's position, and the union advised that they wished to go to the third stage.

The third stage, involving referral of the grievance to the resident manager of the mill and the local, took place on August 4; Fisher was not present. In the minutes kept by the company but signed by Spencer, the union was recorded to have "noted management's comments." The company representative restated that Fisher had been an undesirable employee whose most recent actions could not be tolerated. The dismissal of Fisher was upheld.

The fourth stage in the grievance procedure is referral to the union's international president and a company official, neither of whom has previously judged the case; this would be done upon the written request of either the resident manager of the mill or the local. The fourth step was never taken. Spencer and two members of the local's standing committee testified in court that, in their opinion, there was no hope of success in carrying the case any further. When Fisher went to the local's office on August 7 he happened to meet Spencer and a shop steward, and they discussed the matter of taking further steps in his case.

Spencer explained the case to an official at the union's Vancouver office in a telephone call. The official discouraged the idea of carrying the grievance to arbitration, pointing out the expense involved, and stating that that step should be taken by the local. That same day, Spencer and the local's secretary signed and sent a letter on the local's letterhead notifying other locals of the union that Fisher had been dismissed for disobedience of company rules, and that charges under the union constitution had been pending against him at the time of his dismissal.

Fisher took legal action. Before Mr. Justice Macdonald of the B.C. Supreme Court, it was argued that Spencer owed a duty on behalf of the local to listen fairly and in good faith to Fisher before acting on the report that Fisher had entered the mill and disturbed employees and, alternatively, that Spencer owed a duty to Fisher not to communicate this report to the company, which resulted in the dismissal of Fisher.

Mr. Justice Macdonald found that Fisher had gone to the mill on the evening of July 31 with the sole purpose of facing the members of the union committee investigating charges against him. His account of having left car keys in his locker was simply a pretext to gain entry to the mill. Fisher had been excited and angry and somewhat threatening in his demeanor when he met the two committee members.

The question to be asked in resolving the first argument was: "What duty in law did Spencer owe to Fisher when acting in the course of his office as acting president of the local?" Not being aware of any Canadian decisions in which such a duty was defined, Mr. Justice Macdonald referred to decisions of the United States Supreme Court. In **Vaca et al. v. Sipes,** 386 U.S. 177, it was said that an exclusive bargaining agent of employees has a statutory duty to represent fairly all the employees both in collective bargaining **(Ford Motor C. v. Hoffman,** 345 U.S. 330) and in its enforcement of the resulting agreement **(Humphrey et al. v. Moore,** 375 U.S. 335).

This duty was developed in a series of cases involving racial discrimination by unions certified as exclusive agents. Under this doctrine, the exclusive agent's statutory authority to represent all members of a unit includes a statutory obligation to serve the interests of all members without hostility or discrimination toward any, to exercise discretion with complete good faith and honesty, and to avoid arbitrary conduct. The applicability of the U.S. decisions in this case would be based on the provision in the B.C. Labour Relations Act under which the local in the case at bar was certified as exclusive bargaining agent for a unit of employees, including Fisher.

Mr. Justice Macdonald took into account that Spencer owed a duty to represent fairly, not only Fisher, but also the members of the investigating committee who regarded themselves as having been threatened by Fisher. Spencer believed that Fisher had permission to be in the mill, so there would be no reason for him to think that anything he might report to the company would result in trouble for Fisher; but Spencer must have known that reporting the incident would involve Fisher in some trouble which, not necessarily but possibly, might result in dismissal. Spencer knew that Fisher had been given a warning slip by the company earlier in the year. **Mr. Justice Macdonald concluded that it had not been established that Spencer breached a duty when he reported the incident to the company.**

The second argument on Fisher's behalf was that tl local was under a duty implied by law to represe Fisher fairly at every stage of the grievance procedu including arbitration, and, alternatively, that the loc was Fisher's agent and so owed him a duty to use i best endeavours to obtain for him reinstatement in h employment; these duties, it was claimed, had bee breached so that Fisher lost the opportunity to obta reinstatement.

The standards of a professional advocate could not b imposed on the union officials involved, Mr. Justi Macdonald said; these were simply men employed the mill who happened at the time to be elected to offic He was of the opinion, however, that there had bee a failure of duty. All but one of the officials who a peared on Fisher's behalf in the grievance procedu were hostile to Fisher; they were all anxious to s Fisher, supporter of the rival Canadian union, out the mill. No attempt was made in the second and thir stages of the grievance to obtain, and lay before th company, Fisher's account of what had happened an his explanation of the incident; nor were the othe workers who witnessed the incident interviewed. A de fence of Fisher was never put up; he was, in effec pleaded guilty at the outset, and the union officials mad argument only concerning the severity of the penalty Mr. Justice Macdonald recognized that the unio officials might well have been overwhelmed by the for midable list of past misconducts alleged against Fishe

In the Vaca v. Sipes case it was said that, "in adminis tering the grievance and arbitration machinery as statu tory agent of the employees, a union must, in good faith and in a non-arbitrary manner, make decisions as to th merits of particular grievances." **Mr. Justice Macdonal found that the local did not make a decision on the merit of Fisher's grievance in a non-arbitrary manner, and h concluded that the local had breached a duty to represen Fisher fairly. Fisher v. Pemberton et al.,** decided Jul 25, 1969, [1970] 8 D.L.R. (3d), p. 521; 70 CLL para. 14,027.

Recent regulations

The Québec Construction Industry Labour Relations Act, which went into force on December 18, 1968, established a new system of collective bargaining for the construction industry. Associations of employers and employees recognized by the Act as representative for bargaining purposes are required to negotiate a collective agreement determining conditions of employment for all construction trades and occupations in a given territory, with a view to the adoption of a decree.

The Act provided for the establishment of a joint advisory commission, with a representative of the Department of Labour and Manpower as chairman, to make recommendations to the Minister regarding specified matters, including job security in the industry.

The Act provided further that regulations were to be made following the recommendations of the joint commission with respect to job security, and that no collective agreement made after the coming into force of the Act was to contain any provisions respecting placement.

Job security was a major issue in the first round of collective bargaining, which lasted for eight months. The CNTU refused to sign a collective agreement without the acceptance by all parties of the principle of compulsory union hiring halls. The CNTU veto prevented renewal of the agreements for several months, and led to strikes in Québec City and other regions of the Province.

The agreement signed by all the representative associations on July 10, 1969, which led to the adoption of decrees gazetted on October 27, provided that the joint advisory commission should study the problem of job security in the industry, taking into account certain principles agreed upon by the parties. It was provided that a new job security system was to be adopted not later than April 30, to take effect on the expiration of the decrees on May 1 and their replacement by new decrees. (Agreement was not reached in the negotiations for a second collective agreement by May 1, and the decrees regulating working conditions in 15 regions of the province expired, five on May 1 and 10 on May 9, the date of publication of the notice of abrogation in the Québec Official Gazette. Unions seeking renewal of their contracts and wage increases went on strike in Montreal and other areas. Following further negotiations, the parties were able to reach an agreement at the end of the third week of May, and work was resumed. A minimum wage order was adopted, effective May 30, to remain in force until November 10, continuing in effect provisions formerly made obligatory by the decrees concerning wages, working hours, vacations, general holidays and social security.)

Since the joint advisory commission was unable to reach a unanimous decision, the question was referred to the arbitrator named in the decrees, Judge Allen B. Gold.

Based on Judge Gold's recommendations, a general regulation respecting job security in the construction industry (O.C. 1975) was gazetted on May 2 and became effective on that date.

The job security system recommended by Judge Gold and incorporated in the regulation is based on the principle that priority in hiring should be given to permanent workers in the industry, as opposed to those who take temporary employment as construction workers, though employed in other occupations. Thus, workers are classified as permanent (professional), reservist (non-professional) and regular (employees who have worked for one employer), and priority in employment is to be given to permanent employees in each of the regions governed by a decree. Fundamental to the system is the compulsory registration of all workers and all employers in the industry. In preparation for the introduction of the new system, the Department requested that construction workers throughout the Province register with provincial Manpower Centres in the month of February, and a large proportion of workers registered.

For purposes of the regulation, employees are divided into three main classifications: permanent, reservist and regular. A regular employee may be either a provincial or regional employee. The status of an employee is determined by the number of hours he has been employed in the industry during the previous year or in the past three years, and his competency.

A permanent employee (professional) is one who has worked in the construction industry in the Province at least 800 hours during the previous year, or 2,400 hours during the past three years, has no other full-time employment, and holds a certificate of competency or classification, if such a certificate is required for his occupation.

A reservist (non-professional) is a person who has worked in the construction industry in the Province less than 800 hours during the previous year, or less than 2,400 hours during the past three years, has no full-time employment elsewhere, and holds a competency or classification certificate, if required.

A regular employee is one whose employment in the industry has been with one employer during the previous year or over a three-year period. The provincial regular employee is one who has worked for the same employer throughout the Province for 1,500 hours during the previous year, or 4,500 hours during the past three years. A regional regular employee, provided that he has no full-time employment elsewhere, is one who has worked for the same employer within the limits of his region 800 hours during the previous year, or 2,400 hours during the past three years.

Under the regulation, every employer and employee in the industry must register with the Manpower Centre. Manpower Centres, which are under the jurisdiction of the Department of Labour and Manpower, operate regionally and locally. The Department issues to each worker a free identification card. This card, which must be renewed annually on its anniversary date, provides the employment agency as well as the eventual employer with complete data as to the holder, thus facilitating control and hiring of manpower. Any time the employee goes to an employment agency to register as unemployed or to obtain employment, he must be in possession of his card.

Employers may hire their regular employees directly, after notifying the Manpower Centre. Provincial regular employees must be employed for province-wide work, and regional regular employees for work in the region. Permanent employees may be hired through Manpower Centres or union hiring halls. Reservists may be hired only through Manpower Centres.

The Manpower Branch of the Department is to provide the employment agencies (Manpower Centres and union hiring halls) with a list of available workers that contains pertinent data about each employee. The list is to be issued weekly and updated daily. A central information bank has been set up in the Department as an information medium on job security, and it is to make a daily analysis of data received from the employment agencies. Hiring criteria to be observed, in order of importance, are: the employee's field of competence; his status (regular, permanent, reservist); his region; and his unemployment seniority. An employee may be considered as permanent or reservist in only one region—that is, the region of his choice.

Employment agencies must observe the following orde of employment priority: 1) permanent employees of th region where the work is being done; and 2) permaner employees of other regions who register with the em ployment agency and declare themselves available fo work in one or more regions.

If more workers are required, reservists may be hired but, as indicated above, only through Manpower Cer tres. The Manpower Centre is to give reservists tempo rary working permits valid for the duration of the con struction project. **The order of priority in hiring is: 1 reservists of the region where the work is being carrie out; 2) reservists of other regions who have made thei availability known to Manpower Centres; and 3) reser vists who have worked the greatest number of hours due regard being taken of their competence for the work**

An employer who employs a reservist without a vali work permit is subject to penalty. Once a reservist i hired through proper channels, and holds a work permi he may not be replaced by a permanent employee. I case of a dismissal at the job site, reservists are to b dismissed first, in the reverse order of their hiring.

An employee has the right to refuse any employmen without loss of employment priority. If an employe refuses to hire a person referred to him by a Manpowe Centre or a union hiring hall, he must justify his positio in writing, if requested to do so. If the refusal is foun to be unjustified, he must compensate the employee.

The hours worked by each employee are to be compile by the Department from the report filed with the Pen sion Board in respect of the pension fund. The Depart ment is required to carry out a yearly audit of the hour worked, in order to determine the status of the employee

To supervise the application of the regulation and th operation of "quantitative control" in the industry, multipartite commission is to be established, consistin of three departmental representatives designated by th Minister, six employer representatives and six unio representatives. The commission will be given authorit to deal with questions involving employee status. Fo example, it may credit an employee who has not worke the number of hours required to maintain his statu as a permanent or regular employee with hours worke in another province or country, on submission of ac ceptable proof of such work. It may also recommen to the Minister improvements in the job security scheme In order not to displace persons currently employed the regulation is to go into force progressively, as em ployees report to an employment agency.

Employment fatalities

First quarter, 1970

Initial reports to the Department of Labour indicate that there were 153 employment fatalities in Canadian industry during the first quarter of 1970. This compares with the final total of 256 fatalities that were reported for the first quarter of 1969 (L. G., Aug. 1969, p. 465). In the fourth quarter of 1969, the revised figures indicate that there were 268 employment fatalities, 93 more than the previously published total of 175 (L. G., Feb., p. 368).

During the first quarter of 1970, four multi-fatality accidents were reported, resulting in death to nine workmen. Included in these figures are the following: two workmen were killed when an oil tank exploded in Sprague, Man.; two seamen died when they were swept overboard from a fishing vessel off the coast of Newfoundland; two workmen in Cold River, B.C., were killed when the back of a dump truck flipped over and hit them; in Hope, B.C., six persons were killed in an airplane crash; however, only three of them were classified as workmen covered by Workmen's Compensation legislation.

Of the 153 fatalities, the largest number, 34 or 22.2 per cent, occurred in the manufacturing industry (see Table H, p. 612 for complete statistics). Also, 28 fatalities occurred in mining, 25 in construction, 24 in forestry, 23 in transportation, seven in service, six in public administration, three in fishing, two in trade, and one in agriculture. There were no fatalities recorded in the finance industry.

Table H indicates also that, for the five age groupes analysed: 40.5 per cent of the fatalities occurred in the 25-44 age group; 30.7 per cent in the 45-64 group; 15.0 per cent in the 20-24 group; 5.9 per cent in the 14-19 group; and 7.9 per cent in the 65-and-over age group.

The occupational group of craftsmen incurred the largest number of fatalities, with 46 or 30.1 per cent of the total. The smallest number occurred in the professional group and farmers group, both with 0.6 per cent of the total or one fatality.

Most of the reported accidents were the result of an employee being struck by an object. Forty-four or 28.8 per cent of the total number of fatalities occurred in this way. Twenty-nine or 19.0 per cent were the result of falls and slips; and 28 or 18.3 per cent were the result of collisions or derailments. The least number of accidents resulted from over-exertion, with only one or 0.6 per cent of the total. There were no fatalities attributed to the striking-against type of accident.

Preliminary figures show also that fatalities by province were as follows: three in Newfoundland, none in Prince Edward Island, six in Nova Scotia, six in New Brunswick, 10 in Quebec, 51 in Ontario, 11 in Manitoba, two in Saskatchewan, 26 in Alberta, and 38 in British Columbia. Final figures for the first quarter of 1970 will be published in the November edition of the Labour Gazette.

Certification before the CLRB

The Canada Labour Relations Board met for two days during May. It granted four applications for certification, rejected three, ordered three representation votes, and allowed the withdrawal of one application for certification. During the month, the Board received fourteen applications for certification and two applications for revocation of certification.

Applications for certification granted

International Association of Machinists and Aerospace Workers, on behalf of a unit of employees servicing aircraft employed by Genaire (1961) Limited, Malton, Ont. (L. G., May, p. 372). Certain employees affected had contested the application.

The Letter Carriers' Union of Canada, on behalf of a unit of mail couriers employed by Ryan Trucking and Terminal Limited, Winnipeg, Man. (L. G., May, p. 372).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Compagnie Radiodiffusion CKCH de Hull Limitée, Hull, Qué. (L. G., July, p. 508).

Le Syndicat National des Débardeurs de la Baie Ha! Ha! Inc., on behalf of a unit of gatemen employed by Saguenay Terminals Ltd., Port-Alfred, Qué. (L. G., July, p. 508).

Applications for certification rejected

Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (clerical employees, Ottawa area offices), and Association of Radi and Television Employees of Canada, intervener (L. G May, p. 372).

Canadian Wire Service Guild, Local 213, Americar Newspaper Guild, applicant, Canadian Broadcastin Corporation, Ottawa, Ont., respondent (clerical employ ees, Newfoundland regional offices), and Association o Radio and Television Employees of Canada, intervener (L. G., May, p. 372).

Canadian Wire Service Guild, Local 213, Americar Newspaper Guild, applicant, Canadian Broadcastin Corporation, Ottawa, Ont., respondent (clerical employ ees, Toronto regional offices), and Association of Radi and Television Employees of Canada, intervener. (L G., May, p. 372).

Reasons for judgment covering rejection of the three applications above, were published as Supplemen No. 4, 1970.

Representation votes ordered

International Union of Operating Engineers, Local 115 applicant, The City of Whitehorse, Whitehorse, Y.T. respondent, and Canadian Union of Public Employees intervener. (L. G., May, p. 372). The name of the applicant only will appear on the ballot. (Returning Officer A. A. Franklin).

Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees, Old Colony Lodge 443, applicant, and Canadian National Railways, Montreal, Qué., respondent (Clerks, Road-cruiser Service, Nfld), (L. G., June, p. 442) (Returning Officer: W. J. Gillies).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees, applicant, Canadian Pacific Railway Company, Montreal Qué., respondent (mobile supervisors), John M. Pinkham, George H. Steininger, and various other individual employees, interveners. (L. G., March P. 221). (Returning Officer: G. A. Plante).

Application for certification withdrawn

General Truck Drivers and Helpers Union, Local 31 International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America, applicant, and Expressway Transport, Burnaby, B.C. (L. G., July p. 508)

Applications for certification received

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of sales clerks employed by Builders Supplyland (Division of Stratford Motel (Yukon) Ltd.), Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

United Steelworkers of America, on behalf of a unit of employees of Agnew Lake Mines Limited, Espanola, Ont. (Investigating Officer: K. Hulse).

Amalgamated Transit Union, Division 107, on behalf of a unit of employees of Charterways Co. Limited-Mississauga Transit System, Mississauga, Ont. (Investigating Officer: K. Hulse).

Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ground hostesses employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by E.G.M. Cape & Company Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

Syndicat National des employés de Radio Etchemin (CFLS) (CSN), on behalf of a unit of employees of Radio Etchemin Inc., Lévis, Qué. (Investigating Officer: S. T. Payne).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of M. J. Kaminsky Transport Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of K & R Transport Ltd., Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of mechanics and helpers employed by Hunt Transport Ltd. at its terminal in Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of dockmen and drivers employed at Edmonton, Alta. by Hunt Transport Ltd., Burnaby, B.C. (Investigating Officer: A. A. Franklin).

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Professional Drivers' Pool, London, Ont. (Investigating Officer: K. Hulse).

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of employees of Bekins Moving & Storage Company (Alberta) Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

General Truck Drivers & Helpers' Union, Local 31, and General Teamsters Union, Local 181, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Chapman Transport Limited, Kelowna, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Persadrive Transportation Services Ltd., Whitby, Ont. (Investigating Officer: K. Hulse).

Applications for revocation of certification

Thomas J. McAllister, et al., applicants, Hunt Transport Ltd., Burnaby, B.C., respondent company, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The application seeks revocation of the Board's Order of April 20, 1970, certifying the respondent union as the bargaining agent of a unit of employees of the Company employed at its terminal in Burnaby, B.C. (L. G., July, p. 507).

George W. Mountain, et al., applicants, Radio Atlantic Limited, Fredericton, N.B., respondent company, and National Association of Broadcast Employees and Technicians, respondent union. The application seeks revocation of the Board's Order of May 23, 1969, certifying the respondent union as the bargaining agent of a unit of employees of the company employed at Radio Station CFNB. (L. G., Aug. 1969, p. 472).

Conciliation before the minister of labour

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (Conciliation Officer: A. A. Franklin).

Kingsway Freightlines Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees Union, Local 362 (Conciliation Officer: D. H. Cameron).

Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel).

Inspiration Limited (Mining Services Division) Edmonton, Alta., and United Steelworkers of America, Local 7288 (Conciliation Officer: D. H. Cameron).

Messabec Limitée, Montréal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

V.T.R. Productions Limited, Toronto, Ont., and Local 873, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: H. A. Fisher).

J. Wilfrid Grenier, Québec, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

Smith Transport Limited, and Smith Transport (Maritime) Ltd., Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: C. A. Ogden).

The Upper Ottawa Improvement Company, Ottawa, Ont., and International Woodworkers of America (Conciliation Officer: K. Hulse).

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing marine engineers) (Conciliation Officer: G. R. Doucet).

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. H. Cameron).

Buffalo and Fort Erie Public Bridge Authority, and General Truck Drivers' Union, Local 879 (Conciliation Officer: H. A. Fisher).

B.C. Air Lines Limited (Pilots), Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Motor Transport Industrial Relations Bureau of Ontario Inc. (representing certain car hauling companies) and General Truck Drivers Union, Local 938; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880; and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

M & P Transport Ltd., Montreal, Qué., and the Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

The Hamilton Harbour Commissioners, and Canadian Union of Public Employees, Local 958 (Police Unit) (Conciliation Officer: K. Hulse) (L. G., July, p. 504).

National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: H. A. Fisher) (L. G., June, p. 438).

J. C. Malone & Company (1959) Limited, and Three Rivers Shipping Company Limited, Trois-Rivières, Qué., and the International Longshoremen's Association, Local 1846 (Conciliation Officer: G. R. Doucet) (L. G., Oct. 1969, p. 607).

Canadian Broadcasting Corporation, and Association des Réalisateurs de le radio (Conciliation Officer: C. L. Poirier) (L. G., Sept. 1969, p. 532).

Nanaimo Bulldozing Co. Ltd., Nanaimo, B.C., and International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., July, p. 506).

Settlement by mediation

CP Air (cafeteria and flight kitchen employees) Vancouver International Airport, and Hotel and Restaurant Employees' and Bartenders' International Union, Local No. 28 (Mediator: R. N. Gray) (L. G., May, p. 369).

Conciliation boards appointed

Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (L. G., July, p. 504).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., June, p. 439).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., June, p. 438).

Canadian Broadcasting Corporation, and Association of Radio and Television Employees of Canada (L. G., June, p. 438).

Canadian Broadcasting Corporation, and Canadian Union of Public Employees (L. G., April, p. 310).

Canadian Broadcasting Corporation, and le Syndicat général du cinéma et de la télévision (CSN) (L. G., July, p. 505).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Central Mortgage and Housing Corporation (St. Georges Gardens Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la SCHL (CSN) (L. G., July, p. 505) was fully constituted in May with the appointment of Judge Gaston Lacroix of Montreal, as chairman. Judge Lacroix was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Marius Bergeron, and union nominee Claude St-Arnaud, both of Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (L. G., July, p. 505) was fully constituted in May with the

appointment of Lorne O. Clarke, Q.C. of Truro, N.S., as chairman. Mr. Clarke was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. E. Murphy, and union nominee E. Johnston, both of Moncton.

The Board of Conciliation and Investigation established in April to deal with a dispute between Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (L. G., July, p. 505) was fully constituted in May with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Jean Massicotte, Q.C., and union nominee Louis Gauthier, both of Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Canada Steamship Lines Limited (Clerical and Shed Staff Groups at Montreal and the Lakehead) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., July, p. 506) was fully constituted in May with the appointment of A. C. Dennis of Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee L. M. Bouvier, Montreal, and Peter Bernard Carew, Ottawa.

The Board of Conciliation and Investigation established in April to deal with a dispute between La Cie Transol Inc., Québec City, Québec, and Local 1141 of Canadian Union of Public Employees (L. G., July, p. 506) was fully constituted in May with the appointment of Jean-Real Cardin of Québec, as chairman. Mr. Cardin was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee G. Letarte, Québec, and André Thibaudeau, Montreal.

The Board of Conciliation and Investigation established in March to deal with a dispute between Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (L. G., June, p. 439) was fully constituted in May with the appointment of Judge Nathan Green, Q.C. of Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee A. William Cox, Q.C., and union nominee Peter G. Green, both of Halifax.

Conciliation board reports received

Canadian Pacific Railway Company (British Columbia Coast Steamship Service) Vancouver, and Seafarers' International Union of Canada (L. G., June, p. 439). (Full text appears in Supplement No. 4, 1970).

Canadian National Steamship Company Limited (S.S. "Prince George"), Vancouver, and Canadian Merchant Service Guild (L. G., June, p. 439). (Full text appears in Supplement No. 4, 1970).

Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Feb., p. 143). (Full text appears in Supplement No. 4, 1970).

Settlements reached before conciliation boards

AirWest Airlines Ltd., Vancouver International Airport and Canadian Brotherhood of Railway, Transport and General Workers (L. G., May, p. 370).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (L. G., June, p. 440). (Full text appears in Supplement No. 4, 1970).

Strike action

B.C. Towboat Owners' Association (representing certain member companies) and the Canadian Merchant Service Guild (Strike commenced May 3) (L. G., May, p. 370).

Decisions of the umpire

CUB 2878. The claimant filed an application for benefit on December 18. He stated that he had last been employed as a journeyman for a lumbering contractor from June 12 to December 13, when his employment was terminated because the employer had gone bankrupt.

On December 23, the claimant completed a Trainee (Student) Questionnaire stating that he would be taking a Grade 9 course at a school for adults from 9 a.m. to 4 p.m. Monday to Friday until approximately the middle of March. He added that he was not paying any tuition fee, that he would not be receiving, nor would he apply for, a training allowance, and that if an opportunity of full-time employment arose, he would be prepared to work from 6 to 9 p.m. The area office placement officer later gave evidence that the area centre had advised the claimant to follow the course "on his own" and that the training had not been "purchased" by the Centre.

On January 6, the insurance office notified the claimant that he was disqualified from receiving benefit from December 22 because he was attending a full-time training course and was therefore not able to accept employment "under the normal conditions of the labour market."

In his appeal to the board of referees, dated January 28, the claimant stated that it was possible that, on filing his claim, he had mentioned that he would likely not be available because he expected to follow a training course, but that a check of his weekly reports would show that he had always reported that he was available to accept suitable work "any time." He added that, in the meantime, he was attending the course in preference to remaining idle. He reiterated that he would still accept "suitable employment any time."

At the hearing, the board of referees concluded that, in the small locality where the claimant resided, opportunities to work from 6 to 9 p.m. were practically nonexistent. **The board concluded also that full-time school attendance was not compatible with "availability for work," and there was no evidence showing that the claimant made personal efforts to find work once he started to attend the course of instruction.** The board pointed out that the claimant was not directed by the Manpower Centre to attend the course, but that he had merely followed the advice of "a manpower advisor." By unanimous decision, the board dismissed the appeal.

The claimant was granted leave to appeal to the Umpire. In his submission he referred to his continuous availability for work, the lack of any financial support received for his course, the substitution of the course merely to fill in idle time, the lack of employment in his area during the winter months, and the advice of the Manpower Centre that he take the course.

The insurance officer's submission attacked the claimant on the grounds of "fact and credibility of evidence." It declared that the claimant had failed to prove that he was available for work during regular working hours while attending a full-time course, and added that, until the hearing of the appeal by the board of referees, there was no indication that the claimant had intended to remove his limitations on the hours that he was available for work.

The Umpire was convinced that the claimant would have accepted any full-time employment, had it been offered to him, and "gladly left school to accept it. I believe that he returned to school only to pass time until he found employment, realizing that, at the time, possibilities of obtaining employment were very limited." He noted, however, that in filling out the Trainee (Student) Questionnaire, the claimant had definitely restricted his possibilities of finding employment by specifying the hours from 6 to 9 p.m. The letter dated January 28 corrected the restrictions on the availability of the claimant, and the Umpire therefore allowed him to receive benefit as of February 1, the Saturday following receipt of that letter.

General topics

Employment review

Employment showed the usual seasonal gain between March and April, increasing by 129,000 to 7,654,000. Unemployment, at 544,000, was relatively unchanged from March: the labour force rose 131,000 to 8,198,000. Seasonally adjusted, the unemployment rate in April was 5.6 per cent. The labour force was higher than in April 1969 by 137,000 or 1.7 per cent; employment rose 25,000, or 0.3 per cent. There were 112,000 more unemployed persons.

Employment

Agricultural activity increased during the month, employment rising by 43,000. The increase in all regions was about average for this time of year, except in the Prairies, where there was a much smaller increase than usual.

In non-agricultural industries, the increases were: in community, business and personal service, 50,000; trade, 29,000; construction, 20,000; and transportation, communication and other utilities, 16,000. Employment in public administration decreased by 24,000, and in manufacturing industries by 11,000.

Non-agricultural employment was 65,000 higher tha in April 1969. Community, business and personal servic showed the largest gain, 116,000. The increases else where were smaller: trade, 24,000; finance, insuranc and real estate, 20,000; and mines, quarries and oil wells 15,000. Manufacturing employment declined 59,000 and there were smaller declines in transportation, com munication and other utilities, 25,000, and public ad ministration, 12,000. Farm employment declined b 40,000.

Regionally, the largest yearly increase was in Britis Columbia, 5.3 per cent. The only other gain was i Ontario, 1.1 per cent. Employment was below the Apr 1969 level by 1.6 per cent in the Prairies, 1.4 per cen in the Atlantic region, and 0.9 per cent in Québec.

Unemployment

Unemployment, at 544,000, was 2,000 higher than in March. The yearly increase was 112,000. Unemployment increased by 45,000, in Ontario, 30,000, in the Prairies, 21,000, in Québec, and 17,000 in British Columbia. There was no yearly change in the Atlantic region.

Of the total unemployment in April, 153,000, or 28 per cent, had been unemployed for less than one month, 30 per cent for one to three months, and 42 per cent for four months or more. **Unemployment in April represented 6.6 per cent of the labour force, compared with 5.4 per cent in April 1969, and 5.7 per cent in April 1968.**

Unemployment insurance fund

During April, 26,084 investigations were finalized across Canada. Of these, 20,040 were on-premises investigations and 2,216 were selective investigations to verify the fulfilment of statutory conditions. The remaining 786 formal investigations and 3,042 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,819. Prosecutions were commenced in 242 cases, 241 against claimants and one against others. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in April totalled $60,050,767.41 compared with $46,229,380.85 in March and $44,956,367.93 in April 1969. Benefits paid in April totalled $81,059,893.19 compared with $84,019,117.84 in March and $61,890,539 in April 1969. **The balance in the Fund on April 30, 1970 was $440,677,142.41 compared with $461,098,-080.49 on March 31 and $357,037,015.17 at the end of April 1969.**

Wage schedules

During April, the Department of Labour prepared 370 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 180 contracts in these categories were awarded. In addition, 219 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation	2	$ 14,160.00
Indian Affairs and Northern Development	2	266,069.60
Post Office	4	346,350.00

During April, the sum of $4,869.66 was collected from 24 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 120 workers concerned.

U.S. employment review

Unemployment in May was 3.4 million compared with 3.9 million in April. Seasonally adjusted, the unemployment rate in May was 5.0 per cent, compared with 4.8 per cent in April; the actual rate was 4.1 per cent compared with 4.8 per cent. In May, the civilian labour force was 81,741,000.

Correction

Two slight errors were made in the article "Québec's New Minimum Wage," appearing on p. 269 of the April 1970 issue of the Labour Gazette. In the ninth line of the third paragraph in column 2, "54 hours" should have read "48 hours." In the second last line of the last paragraph in column 2, the date "January 1, 1970" should have read "January 31, 1970."

August credits

Unemployment insurance report, p. 572, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 582, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 584, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 574, is prepared by the Legislatio Branch of the Department of Labour.

Anxious, discontented and angry, p. 568, was submitte by the Section on Older Workers, Manpower Utilizatio Branch, Department of Manpower and Immigration.

Employment Fatalities, p. 581, is prepared by the Sur veys Division of the Department of Labour's Economic and Research Branch. The fatalities covered in thi review involve persons gainfully employed. They oc curred during the course of, or arose out of their em ployment, and they include deaths resulting from indus trial diseases.

(Note: Statistics on employment fatalities are compile from reports received from the provincial Workmen' Compensation Boards and other official sources. News paper reports are used to supplement these. For indus tries not covered by workmen's compensation legisla tion, newspaper reports are the Department's onl source of information. It is possible, therefore, that th coverage for such industries as agriculture, fishing an trapping, and certain of the service groups is not a complete as it is for industries covered by workmen' compensation legislation. Similarly, a small number o traffic accidents, which are in fact industrial, may b omitted from the department's records because of lac of information in press reports. The number of fatalitie that occurred during the period under review is usuall greater than the article and tables indicate. Fatalitie that were not reported in time for inclusion, howeve are recorded in supplementary lists, and statistics ar revised accordingly in the next annual and quarterl reviews.)

Photos. NFB: Cover, p. 574, 577. Public Archives o Canada: p. 553. CN: p. 556. Murray Mosher: p 558,560,561,562,564,566.

Publications in the library

List No. 257

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public) or directly if there is no local library. When requesting loans, please indicate the publication numeral and month listed.

Employment management

■ **No. 1—National Industrial Conference Board. Canadian Office.** Company-leased automobile plans in Canada, by William H. Terry. Montreal, 1969. 27 p.

■ **No. 2—Van Dersal, William Richard.** The successful supervisor in government and business. Rev. ed. New York, Harper & Row [1968] 210 p.

European Economic Community

■ **No. 3—Despicht, Nigel.** The transport policy of the European Communities. London, Chatham House; PEP, 1969. 85 p.

■ **No. 4—Problems of British entry into the EEC;** reports to the Action Committee for the United States of Europe [by Edgard Pisani and others] London, Chatham House; PEP, 1969. 108 p.

Hospitals

■ **No. 5—McCormick, William.** Labor relations and labor costs in hospitals. Ann Arbor, Mich., University Microfilms, 1969. vii, 180 p. Thesis (Ph.D.)—Case Western Reserve University, 1968.

■ **No. 6—Princeton University. Industrial Relations Section.** Hospital regulation: the dilemma of public policy, by Anne R. Somers. Princton, 1969. 240 p.

Labouring classes

■ **No. 7—Australia. Department of Labour and National Service.** Technological change in the printing industry—four case studies. Melbourne, 1969. 43 p.

■ **No. 8—Freedman, Marcia K.** The process of work establishment [by] Marcia Freedman, assisted by Gretchen Maclachlan. Foreword by Eli Ginzberg. New York, Columbia University Press, 1969. xiv, 135 p.

■ **No. 9—McDonald, David John.** Union man. [1st ed.] New York, Dutton, 1969. 352 p. Autobiography of the former president of the United Steelworkers of America.

■ **No. 10—Morse, Dean.** The peripheral worker. New York, Columbia University Press, 1969. xvi, 202 p. "Those workers who are covered by the term 'peripheral labour force' are, for the most part, those individuals who have had work experience of any kind other than full time for a full year."

■ **No. 11—U.S. Bureau of Labor Statistics.** Summaries of manpower surveys and reports for developing countries, 1958-68. Washington, GPO, 1969. 230 p.

Management

■ **No. 12—Albers, Henry Herman.** Principles of management; a modern approach. 3d ed. New York, Wiley, 1969. xii, 702 p.

■ **No. 13—Hicks, Herbert G.** The management of organizations. New York, McGraw-Hill, 1967. xii, 452 p.

■ **No. 14—Koontz, Harold.** Principles of management; an analysis of managerial functions [by] Harold Koontz [and] Cyril O'Donnell. 4th ed. New York, McGraw-Hill, 1968. x, 822 p.

■ **No. 15—Odiorne, George Stanley.** Management decisions by objectives. Englewood Cliffs, N.J., Prentice-Hall, 1969. xvi, 252 p.

Married women—employment

■ **No. 16—Ontario. Women's Bureau.** Women returning to the labour force; a first report, Women's Bureau Careers Centre; a staff study prepared by Linda Bell. Toronto, 1969. 26 p.

Occupations

■ **No. 17—National Industrial Conference Board.** Job vacancies in the firm and the labor market, by John G. Myers. New York, 1969. 106 p.

■ **No. 18—Slocum, Walter Lucius.** Occupational careers; a sociological perspective. Chicago, Aldine Pub. Co., 1967. vi, 272 p. "A lucid, comprehensive summary of sociologocal theory and research on careers and occupations in the modern world."

■ **No. 19—U.S. Civil Service Commission.** Occupations of Federal blue-collar workers, October 31, 1966. [Washington, GPO] 1968. 41 p.

Public employees

■ **No. 20—Public employee organization and bargaining;** a report on the joint conference of the Association of Labor Mediation Agencies and the National Association of State Labor Relations Agencies, August 19 to August 24, 1968. Edited by Howard J. Anderson. Washington, Bureau of National Affairs [1968] ii, 117 p.

No. 21—Tracy, Estelle, R., ed. Arbitration cases in publi employment. Edited by Estelle R. Tracy; with an intro duction by Morris Stone. New York, American Arbitra tion Association [c1969] xiv, 366 p.

Technology

■ **No. 22—Faunce, William A.** Problems of an indus trial society. New York, McGraw-Hill, 1968. xiv, 18 p.

■ **No. 23—Heller, Walter Wolfgang, ed.** Perspective on economic growth. New York, Random House, 1968. xiv, 237 p.

Miscellaneous

■ **No. 24—Barnette, Warren Leslie, ed.** Readings in psychological tests and measurements, edited by W. Leslie Barnette, Jr. Rev. ed. Homwood, Ill., Dorsey Press, 1968. xi, 393 p.

■ **No. 25—Contemporary problems of public law in Canada:** essays in honour of Dean F. C. Cronkite. Edited by O. E. Lang. [Toronto] Published for the College of Law, University of Saskatchewan by University of Toronto Press [1968] 171 p. Partial contents: The Canadian Bill of Rights, by E. A. Driedger. Combines: the continuing dilemma, by D. G. Blair. Rational solutions for labour problems, by O. E. Lang.

■ **No. 26—Richman, Barry Martin.** Industrial society in Communist China; a first-hand study of Chinese economic development and management, with significant comparisons in India, the USSR, Japan, and the United States. New York, Random House, 1969. xxi, 968 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended April 18, 1970		8,198	+ 1.6	+ 1.7
Employed		7,654	+ 1.7	+ 0.3
Agriculture		481	+ 9.8	− 7.7
Non-agriculture		7,173	+ 1.2	+ 0.9
Paid workers		6,637	+ 1.4	+ 1.0
At work 35 hours or more		6,137	+ 2.0	− 0.8
At work less than 35 hours		1,278	+ 3.0	+ 7.1
Employed but not at work		238	−11.2	− 4.8
Unemployed		544	+ 0.4	+25.9
Atlantic		66	− 1.5	− 1.5
Québec		203	− 1.5	+11.5
Ontario		145	+ 2.8	+45.0
Prairie		72	+ 4.3	+71.4
British Columbia		58	− 1.7	+41.5
Without work and seeking work		499	+ 1.8	+23.5
On temporary layoff up to 30 days		45	−13.5	+60.7
INDUSTRIAL EMPLOYMENT (1961 = 100)†	April	124.5	+ 0.2	+ 0.9
Manufacturing employment (1961 = 100)†	April	122.3	− 0.3	− 1.1
IMMIGRATION	1st quarter 1970	30,783	—	− 0.02
Destined to the labour force	1st quarter 1970	16,607	—	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	101	+ 4.1	−19.2
No. of workers involved	May	88,938	+76.2	−18.1
Duration in man days	May	1,263,830	+99.4	+15.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	April	$124.71	+ 0.8	+ 7.1
Average hourly earnings (mfg.)†	April	$ 2.98	+ 0.7	+ 8.4
Average weekly hours paid†	April	39.7	+ 0.5	− 1.5
Average weekly wages (mfg.)†	April	$118.28	+ 1.0	+ 6.7
Consumer price index (1961 = 100)	April	129.7	+ 0.6	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	March	121.3	− 0.8	+ 1.4
Total labour income (Millions of dollars)†	April	(data unavailable at press time)		
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	March	171.1	− 1.9	+ 0.1
Manufacturing	March	167.7	− 1.9	− 2.1
Durables	March	186.4	− 2.6	− 3.6
Non-durables	March	152.5	− 1.2	− 0.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts	March	7,345	+42.6	−37.1
Completions	March	8,882	− 9.2	−11.8
Under construction	March	104,551	− 1.6	− 5.4

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

Table A-1—Regional Distribution, Week Ended April 18, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C
			(in thousands)			
THE LABOUR FORCE	8,198	632	2,275	3,071	1,341	879
Men	5,545	441	1,566	2,042	908	588
Women	2,653	191	709	1,029	433	291
14-19 years	760	59	199	263	151	88
20-24 years	1,226	123	379	410	194	12
25-44 years	3,546	242	1,021	1,362	539	383
45-64 years	2,464	192	631	956	420	264
65 years and over	201	16	46	79	37	2
EMPLOYED	7,654	566	2,072	2,926	1,269	821
Men	5,107	385	1,397	1,934	850	541
Women	2,547	181	675	992	419	280
Agriculture	481	21	112	119	206	2
Non-agriculture	7,173	545	1,960	2,807	1,062	798
Paid Workers	6,637	499	1,789	2,620	995	733
Men	4,298	334	1,183	1,688	619	475
Women	2,339	165	607	932	377	258
UNEMPLOYED	544	66	203	145	72	5
Men	438	56	169	108	58	4
Women	106	10	34	37	14	1
PERSONS NOT IN LABOUR FORCE	6,736	749	1,996	2,283	1,069	639
Men	1,856	243	541	600	306	160
Women	4,880	506	1,455	1,683	763	47

* Less than 10,000. Source: Labour Force Survey, DBS.

Table A-2—Age, Sex and Marital Status, Week Ended April 18, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,934	2,475	4,215	1,204	4,334	1,142	1,563
LABOUR FORCE	8,198	760	4,004	947	1,505	781	201
Employed	7,654	649	3,786	813	1,461	753	192
Unemployed	544	111	218	133	44	28	**
NOT IN LABOUR FORCE	6,736	1,715	211	258	2,829	361	1,362
PARTICIPATION RATE†							
1970—April 18	54.9	30.7	95.0	78.7	34.7	68.4	12.9
March 21	54.1	29.6	94.6	77.6	33.8	66.6	12.6
UNEMPLOYMENT RATE‡							
1970—April 18	6.6	14.6	5.4	14.0	2.9	3.6	**
March 21	6.7	13.7	5.7	14.7	2.9	3.7	**

* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
† The labour force as a percentage of the population of 14 years of age and over.
‡ The unemployed as a percentage of the labour force.
** Less than 10,000 unemployed.
Source: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended April 18, 1970

	April 1970	March 1970	April 1969
	(in thousands)		
TOTAL UNEMPLOYED	544	542	432
On temporary layoff up to 30 days	45	52	28
Without work and seeking work	499	490	404
Seeking:			
Full-time work	472	465	383
Part-time work	27	25	21
Under 1 month	109	93	91
1-3 months	162	197	125
4-6 months	151	128	116
More than 6 months	78	72	72

Source: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals†
	Monthly Totals								
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,18
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,90
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,27
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,49
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,20
1969—March*	82.7	909.7	359.6	29.8	220.9	433.3	1,162.3	183.1	3,403.
April*	79.6	914.6	366.8	26.9	237.6	440.2	1,179.5	185.3	3,456.
May*	79.6	938.2	374.9	37.6	252.8	449.9	1,202.3	185.0	3,552.
June*	80.5	958.4	396.0	43.6	255.7	462.6	1,245.6	205.6	3,686.
July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,308.6	173.8	3,690.
February†	90.1	970.6	383.8	38.5	243.8	477.6	1,312.5	196.9	3,733.
March‡	91.1	976.0	383.7	34.0	242.2	482.5	1,303.8	200.4	3,736.
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,18
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,90
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,27
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,49
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,20
1969—March*	81.6	917.3	374.1	40.2	258.6	443.5	1,170.8	181.8	3,499.
April*	81.5	922.6	378.0	41.5	257.4	444.9	1,189.1	183.1	3,529.
May*	79.9	933.5	374.6	41.1	250.9	448.9	1,196.3	184.2	3,540.
June*	78.9	945.1	386.9	39.8	234.1	452.9	1,229.0	184.2	3,582.
July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.
1970—January*	89.0	980.1	393.3	42.2	289.0	488.3	1,320.6	199.1	3,833.
February†	89.3	987.3	401.2	43.6	290.8	490.9	1,326.8	199.8	3,862.
March‡	89.9	984.3	398.7	45.6	283.8	493.6	1,314.2	194.4	3,837.

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in th remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are base on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1970 employers in the principal non-agricultural industries reported a total employment of 3,680,610. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
AVERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969—February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
1970—January*	124.4	157.3	123.08	122.5	158.5	129.28
February†	124.1	159.0	124.44	122.6	160.3	130.73

* Revised. † Preliminary.
‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Fe 19
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	109.9	112.0	111.7	104.77	103.51	98.1
Newfoundland	109.5	111.3	110.6	117.14	113.68	105.5
Prince Edward Island	113.3	117.6	108.7	85.14	84.94	81.5
Nova Scotia	110.7	112.5	113.2	100.13	99.51	95.7
New Brunswick	108.9	111.5	110.8	104.21	103.52	97.7
Québec	116.1	116.4	114.9	119.96	119.33	112.3
Ontario	129.8	129.6	127.5	129.00	127.14	118.8
Prairie Region	122.5	123.0	120.2	118.73	117.35	110.2
Manitoba	114.8	115.3	112.4	112.75	111.35	105.0
Saskatchewan	107.8	109.0	114.2	113.00	111.96	106.0
Alberta	135.1	135.3	129.3	124.91	123.53	115.6
British Columbia	137.2	137.3	128.3	135.73	134.82	125.2
CANADA	124.1	124.4	121.9	124.44	123.08	115.3
URBAN AREAS						
St. John's	127.6	127.8	128.6	97.26	97.47	89.1
Halifax	124.1	124.1	122.0	101.68	100.73	97.8
Sydney	87.5	88.7	95.4	109.50	108.53	99.6
Moncton	124.8	126.7	117.4	97.83	97.76	90.6
Saint John	112.2	113.6	116.6	102.14	99.85	98.3
Chicoutimi	108.3	107.7	106.0	135.93	136.79	129.2
Montreal	119.5	119.5	119.8	122.37	121.75	114.1
Québec	118.8	117.7	114.4	106.18	106.19	96.8
Shawinigan	91.6	90.4	93.6	123.60	124.72	116.8
Sherbrooke	113.6	113.2	115.0	104.41	103.42	97.5
Trois-Rivières	113.0	104.8	108.7	113.09	116.42	106.0
Ottawa-Hull	136.0	136.1	131.4	115.96	115.99	106.6
Belleville	125.5	126.4	118.1	108.03	106.59	99.7
Brampton	282.3	279.3	268.0	126.18	124.95	117.4
Brantford	131.4	132.5	132.7	115.92	115.94	110.6
Fort William-Port Arthur	120.4	121.0	118.5	121.10	119.98	114.0
Guelph	141.0	141.0	138.4	117.61	117.05	107.7
Hamilton	122.4	122.3	121.0	132.26	130.76	120.3
Kingston	125.4	124.7	122.5	118.99	119.96	112.4
Kitchener	154.9	154.8	149.2	112.54	111.58	105.8
London	122.3	122.5	122.1	118.92	118.24	110.9
Niagara Falls	102.3	102.2	99.9	120.55	120.77	110.0
Oshawa	138.6	138.8	142.2	142.30	141.02	135.7
Peterborough	142.7	142.5	134.1	127.71	125.60	120.3
Sarnia	139.9	140.9	137.5	159.31	157.21	148.4
Sault Ste. Marie	116.5	114.5	121.1	146.17	146.25	129.1
Sudbury	126.4	123.4	122.7	162.47	155.86	140.2
St. Catharines	136.5	132.9	138.1	137.20	135.72	133.6
Timmins	69.5	69.3	69.7	113.27	114.67	102.9
Toronto	134.0	133.2	130.2	131.31	128.39	119.7
Welland	113.5	111.7	110.9	146.52	144.49	135.1
Windsor	146.8	147.9	152.5	143.57	143.58	134.4
Winnipeg	119.1	119.6	115.8	105.27	104.94	98.6
Regina	114.2	114.6	118.7	107.90	107.27	100.2
Saskatoon	128.3	129.8	136.8	107.40	108.31	98.2
Calgary	144.6	145.6	138.4	122.58	121.63	113.5
Edmonton	143.2	143.1	137.2	118.35	117.62	108.4
Vancouver	140.5	141.1	133.7	130.71	130.94	121.8
Victoria	133.4	133.8	127.2	117.00	116.19	108.0

* Latest figures subject to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration and Defence††	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector‡	Commercial Sector**		
						(in thousands)						
Canada												
February 1970*	57.4	124.8	849.7	811.0	322.0	644.7	1,068.4	303.9	1,176.4	688.4	432.0	6,488.0
January 1970*	60.1	123.4	851.6	807.1	329.7	647.4	1,073.7	305.4	1,169.5	684.1	433.7	6,488.7
February 1969	47.2	120.5	846.9	802.2	321.6	631.0	1,003.8	290.0	1,129.0	636.2	403.9	6,238.4
NEWFOUNDLAND												
February 1970*	2.1	5.6	8.8	1.8	5.6	13.5	16.7	2.3	20.9	7.9	7.8	93.1
January 1970†	2.1	5.6	9.3	1.7	6.0	13.7	17.1	2.3	21.9	7.8	7.9	95.4
February 1969	1.9	5.6	8.6	1.7	6.2	13.7	16.2	2.1	22.8	7.3	7.7	93.9
PRINCE EDWARD ISLAND												
February 1970*	—	—	1.6	0.4	1.2	2.8	4.1	0.6	5.0	1.5	2.2	19.3
January 1970†	—	—	1.9	0.4	1.1	2.9	4.1	0.6	5.0	1.5	2.3	19.9
February 1969	—	—	1.4	0.4	1.1	2.6	4.0	0.6	6.0	1.5	2.0	19.7
NOVA SCOTIA												
February 1970*	2.5	5.4	15.9	14.2	12.8	21.8	32.6	7.0	43.6	15.2	21.2	192.1
January 1970†	2.4	5.5	17.5	14.1	13.2	21.7	32.9	7.1	44.6	14.6	21.0	194.5
February 1969	1.9	6.6	17.2	13.3	12.3	25.8	30.8	6.9	38.9	14.2	20.2	188.2
NEW BRUNSWICK												
February 1970*	3.6	2.3	15.3	10.1	8.7	22.3	26.0	4.7	33.9	10.7	12.3	150.2
January 1970†	4.0	2.3	15.7	10.2	9.2	22.7	26.2	4.7	34.0	10.5	12.3	151.8
February 1969	2.9	2.3	16.1	10.5	7.8	22.9	24.4	4.5	31.8	9.5	11.0	143.8
QUÉBEC												
February 1970*	15.2	25.1	323.6	192.8	72.2	171.0	260.4	84.8	325.2	175.2	96.9	1,744.4
January 1970†	17.2	24.8	321.5	193.5	74.8	172.3	262.6	85.2	319.7	171.0	96.7	1,739.4
February 1969	10.0	23.9	320.5	195.0	70.7	168.1	252.4	81.0	301.4	160.4	89.1	1,672.5
ONTARIO												
February 1970*	11.2	34.5	369.9	459.2	129.5	213.3	433.3	131.6	441.0	282.2	176.7	2,686.1
January 1970†	11.3	33.9	369.7	454.4	131.8	213.5	434.7	132.4	436.5	281.2	178.4	2,677.8
February 1969	10.4	35.2	369.5	454.7	131.7	204.2	400.9	125.8	422.1	258.9	168.2	2,581.6
MANITOBA												
February 1970*	0.7	7.8	27.7	21.7	13.2	43.9	54.6	13.6	52.8	32.3	19.7	288.5
January 1970†	0.8	7.7	27.8	21.4	13.1	44.7	56.3	13.6	52.2	32.2	19.9	289.6
February 1969	0.7	6.9	28.0	20.1	13.6	44.3	51.7	12.8	50.7	29.5	18.8	277.2
SASKATCHEWAN												
February 1970*	0.7	5.5	9.7	4.8	7.4	23.7	36.1	8.2	47.6	19.1	18.3	181.4
January 1970†	0.6	5.5	9.7	4.7	8.6	23.9	37.3	8.6	48.2	20.1	18.2	185.4
February 1969	0.5	5.4	9.4	5.4	12.1	24.9	38.8	8.3	48.3	19.8	17.0	189.9
ALBERTA												
February 1970*	1.5	24.1	27.0	27.2	34.5	50.5	86.4	19.6	96.6	60.2	32.6	460.6
January 1970†	1.6	24.1	27.1	27.9	35.3	50.5	88.2	19.6	98.8	60.9	32.9	466.8
February 1969	2.0	22.6	26.4	25.7	32.4	47.9	79.6	18.5	98.8	58.9	31.3	444.2
BRITISH COLUMBIA												
February 1970*	19.7	11.6	50.0	79.0	36.5	80.5	117.1	31.5	108.9	82.6	41.5	658.9
January 1970†	20.0	11.3	51.4	78.9	35.9	80.0	115.6	31.2	107.2	83.0	41.4	655.9
February 1969	16.7	9.4	49.7	75.4	32.9	75.0	103.9	29.4	106.7	74.9	38.9	612.8

*Preliminary. †Revised. ‡Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

**Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. ††Excludes non-civilian employees.

Basis: 1960 Standard Industrial Classification.

Source: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Fe 196
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	112.9	111.6	110.4	161.95	160.51	148.(
Metals	104.2	102.5	102.8	161.15	160.74	145.:
Mineral fuels	103.6	103.5	105.2	173.15	170.21	154.:
Non-metals except fuels	129.8	129.2	116.2	147.60	145.94	135.:
Quarries and sand pits	87.3	87.6	77.7	131.81	129.54	120.'
Services incidental to mining	183.3	180.3	180.4	170.24	167.29	165.:
MANUFACTURING	122.6	122.5	122.5	130.73	129.28	120.:
Durable goods	135.2	134.4	134.6	140.64	138.44	130.(
Non-durable goods	112.3	112.8	112.8	121.08	120.44	111.:
Food and beverages	98.9	100.7	100.8	117.27	115.98	106.:
Foods	97.9	100.0	99.9	113.49	112.21	103.3
Beverages	104.9	104.9	106.6	139.52	138.72	127.(
Tobacco processing and products	105.8	106.6	113.1	128.77	131.02	116.3
Rubber products	116.9	119.3	123.8	134.21	133.99	125.2
Leather products	94.0	93.1	102.8	86.05	84.22	80.3
Textile products	116.3	115.9	119.5	107.61	108.64	99.:
Knitting mills	115.4	114.2	117.0	83.80	82.96	76.4
Clothing	112.0	110.1	110.3	81.95	80.94	75.7
Wood products	106.9	106.7	110.3	118.66	117.40	110.0
Furniture and fixtures	131.5	132.8	130.4	104.07	105.96	97.4
Paper and allied industries	119.2	119.2	118.1	149.71	149.86	139.:
Printing, publishing and allied industries	113.7	115.9	114.1	133.72	132.73	124.7
Primary metal industries	129.1	128.6	127.2	154.32	153.58	141.:
Metal fabricating industries	133.3	133.6	132.8	136.99	135.79	126.2
Machinery, except electrical	154.8	154.5	147.8	150.10	150.31	142.4
Transportation equipment	151.4	147.1	153.1	157.65	150.03	142.3
Electrical products	149.5	148.8	147.0	131.17	129.85	123.9
Non-metallic mineral products	111.7	112.5	113.0	135.87	135.27	125.9
Petroleum and coal products	102.8	102.9	102.0	187.53	183.15	172.5
Chemicals and chemical products	120.0	119.6	118.5	146.35	146.54	135.6
Miscellaneous manufacturing industries	151.7	152.1	140.6	112.25	109.81	104.4
CONSTRUCTION	102.5	102.8	104.8	161.86	160.48	148.4
Building	119.3	120.1	120.0	161.03	158.99	144.7
Engineering	73.8	73.0	78.5	164.14	164.69	158.2
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.1	108.8	108.1	139.09	137.09	127.7
Transportation	102.0	103.0	102.6	136.14	134.91	127.9
Storage	104.6	103.2	108.5	124.53	123.51	114.2
Communication	121.4	121.4	121.2	132.66	130.75	120.5
TRADE	136.2	137.3	130.9	98.39	97.45	91.3
Wholesale trade	131.7	131.8	124.5	125.27	123.91	115.7
Retail trade	138.6	140.4	134.5	84.40	83.84	78.9
FINANCE, INSURANCE AND REAL ESTATE	142.8	142.5	134.9	116.84	118.09	111.0
Financial institutions	148.3	147.7	139.3	113.76	115.88	109.6
Insurance and real estate	135.5	135.4	128.9	121.38	121.33	112.9
SERVICE	170.8	169.9	160.2	89.86	88.63	82.4
Recreational services	142.2	140.6	141.1	83.65	79.58	74.0
Business services	192.6	191.4	182.5	139.80	139.19	127.3
Personal services	155.8	154.9	146.3	66.30	65.02	61.0
Miscellaneous services	212.9	212.7	191.2	89.84	89.41	85.5
INDUSTRIAL COMPOSITE	124.1	124.4	121.9	124.44	123.08	115.3

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb. 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.5	41.4	42.2	3.62	3.59	3.23	150.10	148.72	136.37
Metals	40.5	40.6	41.1	3.73	3.71	3.31	151.01	150.82	136.11
Mineral fuels	42.8	43.2	42.8	3.35	3.29	2.80	143.36	142.15	119.87
Non-metals, except fuels	41.8	41.4	42.5	3.35	3.31	3.00	140.14	137.19	127.58
Quarries and sand pits	42.2	40.9	44.8	3.01	2.98	2.58	126.98	122.00	115.34
Services incidental to mining	44.0	43.7	45.5	3.81	3.76	3.59	167.54	164.07	163.10
MANUFACTURING	40.0	39.8	40.3	2.93	2.92	2.72	117.33	116.30	109.65
Durable goods	40.3	40.0	40.9	3.16	3.15	2.92	127.48	126.23	119.65
Non-durable goods	39.7	39.5	39.7	2.70	2.69	2.50	106.97	106.30	99.41
Food and beverages	39.2	39.2	38.9	2.66	2.65	2.45	104.43	103.76	95.32
Foods	39.1	39.2	38.8	2.58	2.56	2.38	100.73	100.40	92.06
Beverages	40.0	39.4	39.8	3.27	3.27	3.01	130.98	128.85	119.59
Tobacco processing and products	38.0	38.2	38.2	2.99	3.11	2.70	113.53	118.71	103.14
Rubber products	41.2	40.9	41.4	3.03	3.06	2.80	124.89	125.06	116.01
Leather products	39.7	39.4	40.0	1.96	1.95	1.84	77.95	76.85	73.75
Textile products	40.4	41.0	41.3	2.33	2.32	2.14	94.09	95.07	88.35
Miscellaneous textiles	38.6	40.0	40.1	2.45	2.54	2.24	94.83	101.43	89.96
Knitting mills	41.1	41.0	40.5	1.77	1.77	1.67	72.87	72.67	67.51
Clothing	37.7	37.2	37.5	1.98	1.97	1.85	74.42	73.13	69.52
Wood products	39.4	39.0	40.2	2.85	2.83	2.61	112.12	110.48	105.16
Furniture and fixtures	40.4	40.9	41.8	2.34	2.36	2.14	94.37	96.76	89.50
Paper and allied industries	41.1	41.0	41.2	3.39	3.38	3.19	139.50	138.56	131.19
Pulp and Paper mills	41.4	41.4	41.5	3.66	3.66	3.47	151.38	151.28	143.85
Printing, publishing and allied industries	37.6	37.4	37.7	3.43	3.40	3.21	128.88	127.09	120.94
Primary metal industries	40.6	40.4	40.9	3.53	3.55	3.24	143.28	143.19	132.31
Iron and steel mills	40.1	39.9	40.4	3.71	3.73	3.36	148.80	148.74	135.50
Metal fabricating industries	40.7	40.5	41.2	3.16	3.12	2.89	128.55	126.66	118.96
Machinery, except electrical	41.5	40.7	41.6	3.32	3.31	3.12	137.68	134.62	129.80
Transportation equipment	40.0	39.5	40.7	3.46	3.47	3.24	138.12	136.97	131.94
Aircraft and parts	41.3	42.3	41.9	3.42	3.48	3.16	141.38	147.15	132.19
Motor vehicles	39.5	38.6	40.5	3.56	3.57	3.33	140.80	137.81	135.05
Assembling	39.6	38.4	40.3	3.86	3.92	3.57	152.96	150.53	143.86
Parts and accessories	39.3	38.7	40.7	3.43	3.40	3.21	134.99	131.53	130.69
Shipbuilding and repairing	39.2	39.1	39.6	3.34	3.36	3.22	130.75	131.40	127.19
Electrical products	40.2	39.7	40.5	2.82	2.80	2.63	113.14	111.32	106.56
Communications equipment	40.0	39.8	40.3	2.77	2.75	2.50	110.84	109.21	100.62
Non-metallic mineral products	40.6	40.5	41.8	3.08	3.08	2.83	124.99	124.63	118.19
Petroleum and coal products	41.4	40.5	42.4	4.05	4.05	3.70	167.71	163.98	156.80
Chemical and chemical products	40.7	40.6	40.5	3.12	3.12	2.89	126.97	126.62	117.32
Miscellaneous manufacturing industries	40.3	39.5	40.5	2.37	2.36	2.20	95.58	93.05	88.89
CONSTRUCTION	38.9	38.7	40.4	4.09	4.06	3.61	159.24	157.19	146.09
Building	37.8	37.7	38.8	4.22	4.17	3.67	159.73	157.03	142.43
General contractors	37.8	37.3	38.9	4.14	4.09	3.52	156.59	152.49	136.91
Special trade contractors	37.8	37.9	38.7	4.28	4.22	3.78	161.89	160.11	146.15
Engineering	42.0	41.8	44.9	3.76	3.77	3.48	157.82	157.65	156.14
Highways, bridges and streets	40.7	40.4	45.2	3.27	3.13	2.80	133.20	126.35	126.64
Other engineering	42.9	42.7	44.7	4.08	4.17	3.91	175.11	178.12	174.61
OTHER INDUSTRIES									
Urban transit	41.2	41.2	41.4	3.54	3.54	3.31	145.81	145.76	136.87
Highway and bridge maintenance	35.4	34.4	37.9	2.71	2.66	2.54	95.86	91.35	96.47
Laundries, cleaners and pressers	36.9	36.7	36.9	1.71	1.70	1.58	62.97	62.55	58.31
Hotels, restaurants and taverns	31.7	31.4	32.6	1.72	1.71	1.59	54.68	53.74	51.82

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	196 Dolla
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106.
1965	41.0	2.12	86.94	116.8	108.
1966	40.8	2.25	91.65	123.1	110.
1967	40.3	2.40	96.84	130.1	112.
1968†	40.3	2.58	104.00	139.7	116.
Last Pay Period in					
1969—February	40.3	2.72	109.65	147.3	119.
March	40.5	2.74	110.97	149.1	119.
April	40.3	2.75	110.87	148.9	119.
May	40.4	2.77	111.97	150.4	119.
June	40.2	2.78	111.83	150.2	118.
July	39.9	2.77	110.57	148.5	117.
August	40.1	2.78	111.37	149.6	118.
September	40.7	2.82	114.89	154.3	121.
October	40.4	2.84	114.87	154.3	121.
November	40.4	2.88	116.18	156.1	122.
December	37.2	2.92	108.68	146.0	113.
1970—January*	39.8	2.92	116.30	156.2	121.
February†	40.0	2.93	117.33	157.6	122.

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Tabie C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Feb. 1970	Jan. 1970	Feb. 1969	Feb. 1970	Jan. 1970	Feb 1969
				$	$	$
Newfoundland	40.4	40.5	42.7	2.67	2.56	2.29
Nova Scotia	39.3	38.9	39.9	2.37	2.31	2.18
New Brunswick	40.9	40.8	41.1	2.53	2.49	2.24
Québec	41.0	40.8	41.1	2.60	2.60	2.44
Ontario	39.9	39.5	40.3	3.09	3.08	2.85
Manitoba	39.0	39.1	39.1	2.61	2.60	2.40
Saskatchewan	39.2	39.4	39.3	3.09	3.06	2.89
Alberta	39.3	39.1	39.3	3.06	3.05	2.76
British Columbia	37.5	37.6	38.0	3.62	3.62	3.39

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—February	5,715,000	5,020,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100
February	5,551,000	4,920,000	631,000

Table E-4—Benefit Payments, by Province, March 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	117,434	3,924,555
Prince Edward Island	22,718	710,331
Nova Scotia	114,957	3,843,122
New Brunswick	110,020	3,570,983
Québec	756,356	27,103,042
Ontario	747,302	26,733,514
Manitoba	86,217	2,976,989
Saskatchewan	88,264	3,020,944
Alberta	99,076	3,564,094
British Columbia	233,590	8,571,544
Total, Canada, March 1970	2,375,934	84,019,118
Total, Canada, February 1970	2,196,433	77,632,466
Total, Canada, March 1969	2,104,542	66,440,570

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	March 1970			March 1970		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	202,764	145,885	56,879	158,436	124,203	34,233
Newfoundland	5,319	4,467	852	5,576	4,830	746
Prince Edward Island	1,061	884	177	1,059	948	111
Nova Scotia	6,226	5,248	978	7,467	6,133	1,334
New Brunswick	7,661	6,477	1,184	7,677	6,644	1,033
Québec	59,505	44,311	15,194	53,939	42,190	11,749
Ontario	78,844	49,885	28,959	48,922	37,161	11,761
Manitoba	6,684	5,621	1,063	5,720	4,740	980
Saskatchewan	5,642	4,694	948	5,191	4,350	841
Alberta	10,490	8,452	2,038	6,897	5,435	1,462
British Columbia	21,332	15,846	5,486	15,988	11,772	4,216

*In addition, revised claims received numbered 45,128.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Tot claiman March 3 196
Canada	705,145	175,002	234,180	218,595	77,368	594,14
Male	507,069	131,994	175,750	157,828	41,497	428,26
Female	198,076	43,008	58,430	60,767	35,871	165,88
NEWFOUNDLAND	31,029	4,659	11,346	12,884	2,140	32,00
Male	27,547	4,276	10,505	11,411	1,355	28,52
Female	3,482	383	841	1,473	785	3,46
PRINCE EDWARD ISLAND	6,114	770	1,865	3,312	167	6,36
Male	4,762	627	1,389	2,684	62	5,05
Female	1,352	143	476	628	105	1,30
NOVA SCOTIA	34,349	6,788	14,718	10,111	2,732	34,70
Male	27,402	5,248	12,187	8,010	1,957	27,92
Female	6,947	1,540	2,531	2,101	775	6,77
NEW BRUNSWICK	33,105	5,484	11,068	14,221	2,332	32,27
Male	25,074	4,426	8,912	10,304	1,432	24,70
Female	8,031	1,058	2,156	3,917	900	7,57
QUÉBEC	221,640	57,241	75,611	68,175	20,613	190,79
Male	167,626	45,293	60,108	51,204	11,021	143,10
Female	54,014	11,948	15,503	16,971	9,592	47,69
ONTARIO	222,859	57,916	64,485	61,698	38,760	163,38
Male	142,783	39,845	42,795	38,761	21,382	103,09
Female	80,076	18,071	21,690	22,937	17,378	60,28
MANITOBA	26,189	7,646	9,844	7,222	1,477	23,58
Male	18,859	5,604	7,146	5,481	628	16,92
Female	7,330	2,042	2,698	1,741	849	6,65
SASKATCHEWAN	24,393	4,048	9,167	9,685	1,493	22,50
Male	19,002	3,286	7,003	8,052	661	17,79
Female	5,391	762	2,164	1,633	832	4,70
ALBERTA	30,859	10,237	10,676	7,884	2,062	24,96
Male	23,109	8,313	8,261	5,671	864	17,99
Female	7,750	1,924	2,415	2,213	1,198	6,96
BRITISH COLUMBIA	74,608	20,213	25,400	23,403	5,592	63,57
Male	50,905	15,076	17,444	16,250	2,135	43,12
Female	23,703	5,137	7,956	7,153	3,457	20,45

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
				(1949 = 100)				
April	167.6*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—April, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Apr. 70	Mar. 70	Apr. 69							
					(1961 = 100)					
St. John's, Nfld.	122.4	122.0	118.7	124.1	115.2	128.5	116.0	133.9	112.2	144.2
Halifax	124.5	123.8	119.0	132.1	117.6	124.7	116.8	141.0	127.6	127.8
Saint John	123.5	123.1	119.3	130.7	115.2	128.0	120.0	131.8	129.9	126.4
Montreal	124.7	124.2	121.0	128.7	116.2	123.6	125.1	131.5	139.3	128.4
Ottawa	127.6	127.0	121.9	132.8	118.2	128.8	125.8	143.4	136.8	132.2
Toronto	125.5	127.2	123.2	130.3	120.5	130.4	130.9	139.4	125.6	130.3
Winnipeg	127.1	126.2	121.9	133.3	115.1	133.0	128.4	145.7	129.4	129.1
Saskatoon-Regina	122.1	122.1	118.3	128.7	114.8	127.8	117.2	127.3	129.0	122.1
Edmonton-Calgary	124.7	124.0	120.3	128.2	118.3	126.0	121.2	142.9	132.1	124.3
Vancouver	123.1	121.8	118.2	130.3	117.2	126.9	121.1	132.8	119.2	113.4

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1965	478	501	171,870	2,349,870	0.1
1966	582	617	411,459	5,178,170	0.3
1967	498	522	252,018	3,974,760	0.2
1968	559	582	223,562	5,082,730	0.3
*1969	556	585	301,954	7,736,710	0.4
*1969—May	64	125	108,563	1,099,450	0.7
June	58	133	61,407	911,680	0.6
July	33	113	70,723	1,058,150	0.6
August	44	117	74,686	1,178,780	0.8
September	29	96	61,497	1,126,750	0.8
October	37	112	73,930	1,112,570	0.7
November	33	90	49,404	402,010	0.3
December	19	67	11,719	138,290	0.1
*1970—January	17	57	8,428	102,840	0.0
February	34	70	13,551	120,990	0.0
March	31	68	16,619	166,060	0.1
April	52	97	50,469	633,900	0.4
May	54	101	88,938	1,263,830	0.9

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, May 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	2	419	420
Manufacturing	25	52	13,566	148,320
Construction	9	16	60,066	1,044,250
Transportation and utilities	8	13	10,268	58,950
Trade	4	8	214	3,460
Finance	—	—	—	—
Service	4	6	3,341	5,500
Public administration	3	4	1,064	2,930
ALL INDUSTRIES	54	101	88,938	1,263,830

Table G-3—Strikes and Lockouts, by Jurisdiction, May 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	1	160	160
Prince Edward Island	—	—	—	—
Nova Scotia	1	3	2,802	15,320
New Brunswick	—	4	246	2,870
Québec	9	21	30,465	436,430
Ontario	27	46	10,572	102,890
Manitoba	—	—	—	—
Saskatchewan	—	2	920	18,400
Alberta	3	3	368	1,730
British Columbia	6	13	33,637	640,680
Federal	7	8	9,768	45,350
ALL JURISDICTIONS	54	101	88,938	1,263,830

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
East Malartic Mines, Malartic, Qué.	Steelworkers Loc. 4796 (AFL-CIO/CLC)	259	260	5,700	Apr. 2 May 4	Wages, other benefits—Not reported
Gullbridge Mines Ltd., Gull Pond, Nfld.	Steelworkers Loc. 7311 (AFL-CIO/CLC)	160	160	160	May 13 May 14	Dismissal of one worker for cause—Return of workers
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	12,010	Apr. 3 —	Union recognition—
H. J. Heinz Co. of Canada, Leamington, Ont.	Food Workers Loc. 459 (AFL-CIO/CLC)	1,062	7,430	7,430	May 21 —	Wages, cost of living allowances, working conditions—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,700	8,650	Feb. 27 —	Delay in signing new agreement—
Acton Rubber Ltd., Acton Vale, Qué.	Rubber Workers Loc. 480 (AFL-CIO/CLC)	476	9,520	9,520	May 1 —	Wages, fringe benefits—
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	3,100	7,170	Mar. 26 —	Wages—
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,080	5,080	Apr. 14 —	Wages, hours, working conditions—
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	8,500	8,500	May 6 —	Not reported—
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Locs. 7657 and 3292 (AFL-CIO/CLC)	519	1,220	1,220	May 25 —	Wages, union security in a first agreement—
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	4,420	12,330	Mar. 10 —	Breakdown in contract negotiations—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
B.C. Forest Products, Crofton, B.C.	Pulp and Paper Workers (Ind.) & Pulp and Paper Mill Workers (AFL-CIO/CLC)	790	2,370	2,370	May 27 —	Respecting picket lines of Mer chant Service Guild—
Spruce Falls Power and Paper Co. Ltd., Kapuskasing, Ont.	Pulp and Paper Mill Workers Loc. 89 (AFL-CIO/CLC)	1,700	850	850	May 29 —	In sympathy with 25 workers wh were suspended—
PRINTING AND PUBLISHING						
Pacific Press Ltd., Vancouver, B.C.	Vancouver Joint Council of Newspaper Unions (AFL-CIO/CLC)	1,197	8,380	71,820	Feb. 16 May 12	Newspapers ceased publishin operations and terminated agree ments—Wage increases, 4 week vacation after 13 years in 1970 4 weeks after 12 years in 1971 5 weeks after 20 years; other im proved benefits.
Council of Printing Industries, Toronto & Hamilton, Ont.	Lithographers and Photoengravers Locs. 35 & 242 (AFL-CIO/CLC)	221	1,330	1,330	May 19 May 27	Wages, improved health benefit and pension plan, better workin condition—Not reported.
PRIMARY METALS						
Sidbec-Dosco, Contrecœur, Qué.	Steelworkers Loc. 6586 (AFL-CIO/CLC)	450	450	6,750	Apr. 13 May 4	Wages, pension plan, vacations classification—Wage increases other improvements.
METAL FABRICATING						
Anthes Eastern Ltd., Toronto, Ont.	Auto Workers Loc. 124 (CLC)	269	5,380	9,420	Apr. 10 —	Wages—
Dosco, Etobicoke, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	250	—	2,750	Apr. 16 May 1	Wages, other benefits—Wage in creases, other improved benefits
MACHINERY						
James Howden & Parsons of Canada Ltd. Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	275	5,500	6,880	Apr. 24 —	Wages—
TRANSPORTATION EQUIPMENT						
Eaton Spring Ltd., Chatham, Ont.	Auto Workers Loc. 127 (CLC)	389	4,670	4,670	May 4 May 21	Wages—35¢ an hr. increase firs yr., 20¢ second yr., 10¢ third yr. improved fringe benefits.
Bay Trim and Accessories Ltd., Midland, Ont.	Textile Workers' Union Loc. 1698 (AFL-CIO/CLC)	318	320	320	May 8 May 8	Not reported—Not reported.
Hawker Siddeley Canada (Halifax Shipyards Ltd. Div.), Halifax, N.S.	Marine Workers Loc. 1 (CLC)	175	700	700	May 13 May 20	Disciplinary suspension of nin workers—Return of workers, ne gotiations to continue.
Motor Wheel Industries, Chatham, Ont.	Auto Workers Loc. 127 (CLC)	285	860	860	May 27 —	Demand condition for unio business—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
ELECTRICAL PRODUCTS						
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	7,200	21,600	Mar. 5 —	Wages, other benefits—
Franklin Mfg. Co. Ltd. Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,500	12,750	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement—
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,600	3,120	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	9,000	9,450	Apr. 30 —	Wages, fringe benefits—
Triangle Conduit & Cable Canada (1968) Ltd., Scarborough, Ont.	Steelworkers Loc. 7276 (AFL-CIO/CLC)	171	3,250	3,250	May 4 —	Wages, improved fri nge benefits—
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	1,630	1,630	May 12 —	Wages—
NON-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd. Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	13,000	24,300	Apr. 3 —	Wages, fringe benefits—
Maple Leaf Ceramics, Montreal, Qué.	FTQ	100	2,000	3,900	Apr. 6 —	Not reported—
MISCELLANEOUS MANUFACTURING						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC)	786	15,720	37,730	Mar. 20 —	Wages—
Construction						
Canadian Plumbing and Mechanical Contractors Association, Various locations, Saskatchewan	Plumbers various locals (AFL-CIO/CLC)	700	14,000	27,300	Apr. 6 —	Wages, other benefits—
Construction Labour Relations Assn., Province-wide, British Columbia	Various unions	30,000	600,000	990,000	Apr. 14 —	Wages—
Electrical Contractors Assoc. of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,400	7,040	Apr. 15 —	Wages, hours—
Richard & B. A. Ryan and others, Point Tupper, N.S.	Structural Iron Workers Loc. 752 (AFL-CIO/CLC) and other unions	2,060	2,060	14,420	Apr. 23 May 4	Jurisdictional dispute between unions—Return of workers when cease and desist order issued.
Moncton Plumbing, Bathurst, N.B.	Plumbers Loc. 512 (AFL-CIO/CLC)	100	100	500	Apr. 27 May 4	Wages in a first agreement—Return of workers pending further negotiations.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Several construction contractors, Montréal area, Qué.	CNTU & QFL	25,000	400,000	400,000	May 1 May 25	Wages, job security—Return o workers.
Various elevator contractors, Montreal, Qué.	Elevator Constructors (AFL-CIO/CLC)	540	10,800	10,800	May 1 —	Wages, job security—
Construction Labour Relations Assn., Vancouver-New Westminster area, B.C.	Glass and Ceramic Workers Loc. 1527 (AFL-CIO/CLC)	163	2,770	2,770	May 6 —	Wages—
Kingston Builders Exchange, Kingston and area, Ont.	Carpenters Loc. 249 and Bricklayers Loc. 10 (AFL-CIO/CLC)	291	3,790	3,790	May 11 —	Wages, fringe benefits—
Various construction firms, Belleville and area, Ont.	Various unions	227	2,950	2,950	May 12 —	Wages, fringe benefits—
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	630	630	May 25 —	Wages—
Ontario Hydro, Lower Notch Cobalt, Ont.	Labourers (AFL-CIO/CLC)	500	1,000	1,000	May 28 —	Not reported—
Transportation and Utilities						
TRANSPORTATION						
Four trucking firms, Lake St. John region, Qué.	CNTU-directly chartered local	325	3,900	9,430	Apr. 8 May 19	Wages, hours, fringe benefits— 60¢ an hr. increase spread ove 36 mo. period for hourly pai workers, $22 per week increas for office employees, reductio in weekly hours, other improve benefits.
SMT (Eastern) Ltd., Province-wide, New Brunswick	Transit Union Loc. 1229 (AFL-CIO/CLC)	108	2,390	2,850	Apr. 25 —	Dismissal of three drivers fo cause—
*B.C. Towboat Owners' Association, Various ports, British Columbia	Merchant Service Guild (CLC)	1,200	26,570	26,570	May 3 —	Safety standards, accommoda tion, manning—
Toronto Transit Commission, Toronto, Ont.	Public Employees Loc. 2 (CLC)	125	380	380	May 29 —	Wages—
COMMUNICATION						
*Post Office Dept., Ottawa, Ont.	Canadian Union of Postal Workers and Letter Carriers (CLC)	1,025	1,030	1,030	May 14 May 15	Study sessions—Return of workers.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, May 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
*Post Office Dept., Montreal, Que.	Canadian Union of Postal Workers and Letter Carriers (CLC)	5,000	5,000	5,000	May 15 May 16	Study sessions—Return of workers.
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	1,700	5,470	5,470	May 26 —	Wages, job security, other benefits—
POWER, GAS AND WATER						
Nova Scotia Light & Power Co. Ltd., Various locations, Nova Scotia	I.B.E.W. Loc. 1928 (AFL-CIO/CLC)	567	12,560	15,200	Apr. 24 —	Wages—
Service						
HEALTH AND WELFARE						
Toronto General Hospital, Toronto, Ont.	Service Employees Loc. 204 (AFL-CIO/CLC)	700	700	700	May 27 May 27	Wages—Return of worke;s.
Several hospitals (private) (54 hospitals) Province-wide, Qué.	Service Employees' Federation (CNTU)	2,500	2,500	2,500	May 31 —	Wages in a new contract—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,000	9,500	Jan. 15 —	Wages, union security—
Public Administration						
FEDERAL ADMINISTRATION						
*Canada Customs Dept. of National Revenue, Windsor and Fort Erie, Ont.	Customs Excise Union	475	710	710	May 15 May 16	Holiday schedules, working conditions, grievance procedure—Return of custom officers.
LOCAL ADMINISTRATION						
City of Lethbridge, Lethbridge, Alta.	Public Employees Loc. 70 (CLC)	215	860	860	May 19 May 25	Wages, fringe benefits—Wage increases, improved vacations and fringe benefits.
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	1,020	1,020	May 28 —	Wages—

*Federal jurisdiction.

Table H—Employment Fatalities in Canada During First Quarter of 1970

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry* and Age Group													
14-19	1	1	—	1	2	3	1	—	—	—	—	9	5.9
20-24	—	4	—	7	6	3	3	—	—	—	—	23	15.0
25-44	—	10	2	13	8	13	12	1	—	2	1	62	40.5
45-64	—	8	1	3	14	6	7	1	—	3	4	47	30.7
65 and over	—	1	—	4	4	—	—	—	—	2	1	12	7.9
TOTAL	1	24	3	28	34	25	23	2	—	7	6	153**	100.0
By Industry and Occupation†													
Farmers (a)	—	—	—	—	—	—	—	—	—	1	—	1	0.6
Loggers (b)	—	17	—	—	—	1	—	—	—	—	—	18	11.8
Fishermen (c)	—	—	3	—	—	—	—	—	—	—	—	3	2.0
Miners (d)	—	—	—	21	—	—	—	—	—	—	—	21	13.7
Craftsmen (e)	—	3	—	4	18	12	6	—	—	—	3	46	30.1
Labourers (f)	—	—	—	—	7	10	2	—	—	—	1	20	13.1
Transport (g)	1	4	—	2	2	2	15	2	—	1	1	30	19.6
Managerial	—	—	—	—	2	—	—	—	—	1	1	4	2.6
Professional (h)	—	—	—	1	—	—	—	—	—	—	—	1	0.6
Clerical	—	—	—	—	3	—	—	—	—	1	—	4	2.6
Sales	—	—	—	—	2	—	—	—	—	—	—	2	1.3
Service (i)	—	—	—	—	—	—	—	—	—	3	—	3	2.0
TOTAL	1	24	3	28	34	25	23	2	—	7	6	153**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	11	—	12	7	6	5	1	—	1	1	44	28.8
Falls and slips (k)	—	4	3	6	5	7	2	—	—	1	1	29	19.0
Collisions, derailments (l)	—	4	—	2	3	2	13	1	—	1	2	28	18.3
Caught in, on, between(m)	1	5	—	2	5	3	—	—	—	1	2	19	12.4
Inhalations (n)	—	—	—	4	10	1	—	—	—	—	—	15	9.8
Conflagrations (o)	—	—	—	1	4	2	—	—	—	—	—	7	4.6
Electric current (p)	—	—	—	—	—	2	2	—	—	—	—	4	2.6
Over-exertion (q)	—	—	—	—	—	1	—	—	—	—	—	1	0.7
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	1	—	1	1	—	—	3	—	6	3.9
TOTAL	1	24	3	28	34	25	23	2	—	7	6	153**	100.0
PER CENT OF TOTAL	0.6	15.7	2.0	18.3	22.2	16.4	15.0	1.3	—	4.6	3.9	100.0	

* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

** Of these totals, 146 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 7 were obtained from other sources.

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